Today, women in business come up against with a variety attitudes and behavior because of roles and responsibilities imposed on the society’s gender and they come up against with obstacles in terms of their careers. One of these career obstacles is Glass Ceiling Syndrome which is defined as the invisible barrier that women rise to top management positions in business because of their gender. Female employees in business resort to various strategies in order to overcome glass ceiling obstacles and sometimes they are forced to accept it. The purpose of this study, to determine whether there is a glass ceiling syndrome in terms of women academic staff who works in Isparta vocational high school. The universe of study is constituted of women academic staff who works at Suleyman Demirel University Isparta Vocational High School which one of higher education institution. The method of focus group interview is preferred to collect data from a sample. Beforehand questions are determined in the framework issues through One of the data-gathering methods which could be employed within the framework of qualitative research is focus group interview and the data were evaluated in accordance with the opinion of the participants. According to the findings obtained after research, Suleyman Demirel University Isparta Vocational High School in serving female academic staff’s glass ceiling syndrome perceptions are discussed under three main headings as individual, organizational and social. According to the findings, recommendations were developed by women academic staff to overcome glass ceiling obstacles which women academic staff who works at vocational high school.