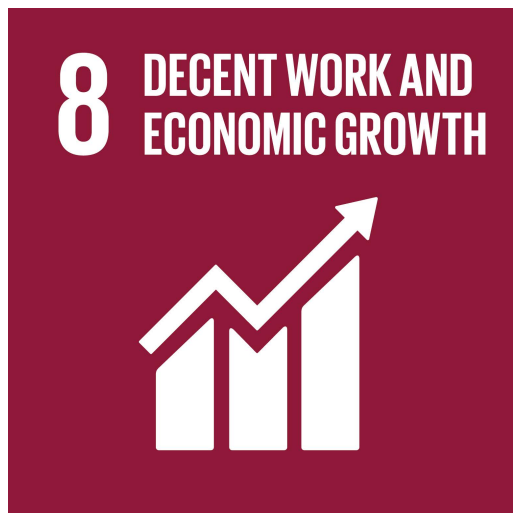


GOAL 8: Decent Work and Economic Growth



VILLANOVA 2030 OBJECTIVE

Achieve just working conditions and compensation at Villanova, while securing Villanova's long-term institutional economic growth.

4.6%

Objective Weight

(The importance of the Goal to the Villanova community - as determined by the materiality study.)

Metric	Metric Description	2021 Key Result
8.1	Annual growth rate of Villanova total revenue per employed person (\$/full time employee equivalent).	Maintain current revenue growth rate.
8.2	Minimum hourly earnings (lowest pay band) of employees disaggregated by undergraduate and graduate students, part time, and full time.	Develop and demonstrate a commitment to increase wages over time to livable wages for all employees.
8.3	Largest percent difference in attrition rates between genders and races for each job grouping.	
8.4	Recordable injury rate. (OSHA)	
8.5	Minimum paid time allowed for faculty and staff who need to give care (maternal, paternal, dependent care) not including sick time or vacation time.	

GOAL 9: Industry, Innovation and Infrastructure



VILLANOVA 2030 OBJECTIVE

Promote innovation by supporting research as well as designing, building, and maintaining sustainable and resilient infrastructure on the Villanova campus.

3.6%

Objective Weight

(The importance of the Goal to the Villanova community - as determined by the materiality study.)

Metric	Metric Description	2021 Key Result
9.1	Net carbon emissions emitted by student, faculty, and staff commuters.	Develop comprehensive plan to reduce commuting related carbon emissions
9.2	Scope 1 and 2 net greenhouse gas emissions.	
9.3	Percentage of campus building built and certified to current sustainable standards. (AASHE and LEED as of 2019)	Develop a plan to reduce scope 1 and 2 emissions to meet the 1.5 IPCC report by 2030.
9.4	Percentage of students and faculty actively engaged in research.	Buy at least 10% of electricity from renewable sources

GOAL 10: Reduced Inequalities



VILLANOVA 2030 OBJECTIVE

Reduce inequality within the Villanova community.

4.8%

Objective Weight

(The importance of the Goal to the Villanova community - as determined by the materiality study.)

Metric	Metric Description	2021 Key Result
10.1	Proportion of employees, including student employees, that earn below a living wage. (\$12.64/hr for 1 adult)	Develop and demonstrate a commitment to increase wages over time to livable wages for all employees.
10.2	The average diversity level of new hires for each job grouping hired on a five-year rolling basis.	Require all five colleges to comply with guidelines set out in "Hiring for Villanova's Future".
10.3	Proportion of minority members in leadership positions on the President's cabinet, council of deans, and council of provosts.	

GOAL 12: Responsible Consumption and Production



VILLANOVA 2030 OBJECTIVE

Achieve zero waste by building awareness of circular procurement/operational models at Villanova.

5%

Objective Weight

(The importance of the Goal to the Villanova community - as determined by the materiality study.)

Metric	Metric Description	2021 Key Result
12.1	Proportion of campus products sourced sustainably as verified by third party certifications.	Evaluate options for sustainable procurement
12.2	Proportion of total waste disposed of in a non-circular manner.	Conduct a waste audit and develop an action plan.
12.3	Percentage of food disposed of in a non circular manner.	Divert 100% of pre-consumer food waste from landfill or incineration.
12.4	Campus recycling rate.	Conduct a waste audit and develop an action plan.

GOAL 17: Partnerships for the Goals



VILLANOVA 2030 OBJECTIVE

Leverage Villanova's sustainable expertise and financial influence to connect people and advocate for sustainable ideas.

3.3%

Objective Weight

(The importance of the Goal to the Villanova community - as determined by the materiality study.)

Metric	Metric Description	2021 Key Result
17.1	University philanthropic contributions (hours) associated with advancing the UN SDGs.	
17.2	Proportion of active partnerships from tier 1 suppliers, research grants, and service learning partnerships that are contributing to a sustainable world (e.g. report to GRI, CDP, have a Science-Based Target, or contribute to UN SDGs).	
17.3	Annual student, faculty, and staff hours spent on off-campus service learning projects.	Maintain position as a leader in philanthropic service hours from faculty, staff, and students.