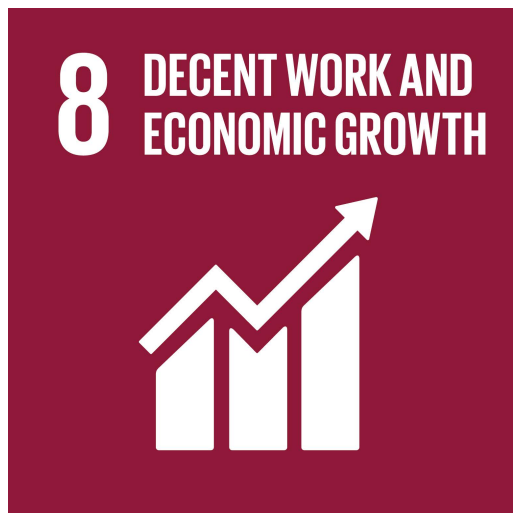


GOAL 8: Decent Work and Economic Growth



VILLANOVA 2030 OBJECTIVE

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

4.6%

Objective Weight

(Objective weight defined as the portion of the overall Sustainability Plan that this goal represents.)

| 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. | |