

DEPENDENT CARE AND FAMILY LEAVE

PROJECT DESCRIPTION

Villanova has a goal to support and foster a family environment. To do this, dependent care costs of Villanova employees will be assessed and a plan to create/expand subsidies will be enacted. Resources for breastfeeding and lactation on campus will be expanded and the adequacy of family leave policy for faculty and staff will be assessed.

PROJECT UPDATES

Moving forward on lactation room progress, met with HR, and planning to develop a proposal that could go to Faculty Congress and Staff Council for support. Working on potential extra flexibility for faculty and staff due to COVID-19.

PROJECT OUTCOMES

- Assess the adequacy of family leave policy for faculty and staff.
- Increase subsidy for dependent and elder care to reduce average incurred cost by 10%.
- Empower women to pursue leadership positions.
- Develop and demonstrate a commitment to increase wages over time to livable wages for all employees.

AFFECTED METRICS



Metric	Metric Description	2021 Key Result
3.4	Minimum paid time allowed for faculty and staff who need to give care (maternal, paternal, dependent care) not including sick time or vacation time.	Assess the adequacy of family leave policy for faculty and staff.
5.2	Average cost incurred by students, faculty, and staff to pay for dependent care while working at Villanova.	Increase subsidy for dependent and elder care to reduce average incurred cost by 10%.
5.3	Proportion of seats held by women in leadership positions on the President's cabinet, council of deans, and provost council.	Empower women to pursue leadership positions.
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.	
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.