

LIVING WAGE



PROJECT DESCRIPTION

In Pennsylvania alone, there are 1.5 million people in poverty with another 3.5 million near poverty. The Social Justice Committee strongly recommends that a living wage is defined as at least 125% of MIT calculator living wage for 1 adult with 0 dependents. A living wage ensures that all those who dedicate their labor to Villanova can provide for themselves and their families in a reliable and dignified manner.

PROJECT UPDATES

A document is in development to help explain and reinforce the importance of living wage with a target deadline of February. A new Licensee Code of Conduct, including living wage language and reporting expectations, has been finalized by the committee and will be sent to Fr. Peter for consideration.

PROJECT OUTCOMES

- The minimum wage earned by Villanova employees will meet or exceed a living wage
- All staff will be paid a living wage
- All students will be paid a living wage

AFFECTED METRICS



Metric	Metric Description	2021 Key Result
1.1	Proportion of employees, including student employees, that earn below a living wage (at least 125% of the MIT calculator living wage for 1 adult with 0 dependents).	Develop and demonstrate a commitment to increase wages over time to livable wages for all employees.
1.2	Minimum hourly earnings (lowest pay band) of employees disaggregated by full time, part time, and students.	
2.1	Prevalence of moderate or severe food insecurity in the university population, based on the Food Insecurity Index.	Reduce food insecurity for Villanova students to no more than 10%.
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.

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AFFECTED METRICS *(CONTINUED)*



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.