

## Villanova University Senate Committee on Mission and Social Justice

**Minutes:** Second Meeting of the Committee on Mission and Social Justice, Wednesday, October 6, 2010, in the St. Augustine Center, Room 104

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Agenda:

- I. Approve minutes from September meeting
  - II. Review findings on Fair Trade Coffee
  - III. Review findings on living wages and just compensation
  - IV. New items
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The Chair, Dr. Bernard Prusak, called the meeting to order by welcoming all members.

### I. SEPTEMBER MINUTES

The Committee unanimously approved the minutes of the last meeting on September 8, 2010.

### II. REVIEW FINDINGS ON FAIR TRADE COFFEE

Ms. Joanna Bowen reported the following:

- a. Villanova has a partnership with CRS, coordinated by Mr. William Stehl of Campus Ministry.
- b. The Fair Trade team works to educate the campus on what Fair Trade is and how to support these products.
- c. Holy Grounds is no longer claiming all coffee is Fair Trade. There is only one line that is.
- d. Currently 80% of rice is Fair Trade.
- e. Bananas are no longer Fair Trade because they were not keeping very long.

The following issues were discussed:

- a. If we press Dining Services to use Fair Trade, what other corners of campus are we going to have to assess?
- b. Could we create “Fair Trade Zone” offices like “Safe Zone” offices?

Next steps:


- a. Invite the Fair Trade Team to speak to us (Ms. Jennifer Maez '11, and Mr. William Stehl, Campus Ministry).
- b. Dr. Prusak will speak with Dining Services regarding Fair Trade.
- c. Mr. Tom Mogan will speak with the bookstore regarding Fair Trade.

### III. REVIEW FINDINGS ON LIVING WAGES

Ms. Bridget Halligan presented the following slides:

## Living wages at Villanova

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PREPARED FOR THE COMMITTEE ON  
MISSION AND SOCIAL JUSTICE

OCTOBER 6, 2010

## What is a living wage?

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**a wage sufficient for a worker and family to subsist comfortably**

**Living Wage Calculation for Montgomery County, Pennsylvania**

- “The living wage shown is the hourly rate that an individual must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). The state minimum wage is the same for all individuals, regardless of how many dependents they may have. The poverty rate is typically quoted as gross annual income. We have converted it to an hourly wage for the sake of comparison. Wages that are less than the living wage are shown in red.”

Hourly Wages	One Adult	One Adult, One Child	Two Adults	Two Adults, One Child	Two Adults, Two Children
Living Wage	\$9.62	\$18.10	\$14.44	\$22.93	\$29.62
Poverty Wage	\$5.04	\$6.68	\$6.49	\$7.81	\$9.83
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25

<http://www.livingwage.geog.psu.edu/counties/42091>


= \$10.16

# Salary Bands at Villanova

## SALARY BANDS

### Salaried Bands

BAND	MINIMUM	MIDPOINT	MAXIMUM
M	\$86,400	\$140,400	\$194,500
L	\$70,300	\$114,200	\$158,100
K	\$58,100	\$90,100	\$122,100
J	\$46,500	\$72,100	\$97,700
I	\$40,100	\$59,200	\$78,200
H	\$33,400	\$49,300	\$65,200
G	\$28,400	\$40,400	\$52,500
F	\$24,600	\$33,800	\$43,000
E	\$21,300	\$28,800	\$36,200
D	\$18,500	\$25,000	\$31,500

### Technical Bands

BAND	MINIMUM	MIDPOINT	MAXIMUM
T-K	\$72,200	\$104,700	\$137,200
T-J	\$55,600	\$80,600	\$105,600
T-I	\$45,300	\$64,500	\$83,800
T-H	\$36,200	\$50,700	\$65,200
T-G	\$30,800	\$43,100	\$55,400

### Hourly Bands

BAND	MINIMUM	MIDPOINT	MAXIMUM
H	\$18.35	\$27.09	\$35.82
G	\$15.60	\$22.20	\$28.85
F	\$13.52	\$18.57	\$23.63
E	\$11.70	\$15.82	\$19.89
D	\$10.16	\$13.74	\$17.31

# Notre Dame- Laundry

## Office of Human Resources

Compensation Homepage

Have questions about the program or this application?

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### Select Your Family

- Academic Affairs
- Athletics
- Auxiliary Services**
- Engineering
- Environment & Safety
- External/Internal Relations
- Facilities
- Financial Management
- General Administration
- Health Services
- Hotel
- Human Resources
- Information Technology
- Library
- Student Services

### Select Your Sub-Family

- Aviation
- Butcher
- Cemetery
- eCommerce
- Executive Chef
- Food Services
- Food Services (Administration)
- Food Services (Gratuity)
- General Business Operations
- Laundry**
- Licensing
- Retail
- Transportation Services

### Market Reference Ranges

#### Laundry Description

Includes jobs involved in laundry operations. Typical activities include laundry production, dry cleaning, tailoring, and linen lease program administration.

#### Non-Exempt Individual Contributor (NIC)

**NIC1 Assistant**  
\$15,610 – \$31,219  
(\$7.50 – \$15.01)

**NIC2 Coordinator**  
\$16,858 – \$33,717  
(\$8.11 – \$16.21)

**NIC3 Technician**  
\$18,207 – \$36,414  
(\$9.75 – \$17.51)

[NIC Career Guide Download PDF](#)

#### Exempt Individual Contributor (EIC)

**EIC1 Associate**

**EIC2 Professional**

**EIC3 Specialist**  
\$35,480 – \$70,961  
(\$17.86 – \$34.12)

[EIC Career Guide Download PDF](#)

#### Management (M)

**M1 Supervisor**  
\$35,480 – \$70,961  
(\$17.86 – \$34.12)

**M2 Manager**  
\$39,028 – \$78,057  
(\$18.76 – \$37.53)

**M3 Director**

**M4 Associate VP**

[M Career Guide Download PDF](#)

## Notre Dame - Custodial

### Office of Human Resources

SEARCH

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#### Select Your Family

- Academic Affairs
- Athletics
- Auxiliary Services
- Engineering
- Environment & Safety
- External/Internal Relations
- Facilities**
- Financial Management
- General Administration
- Health Services
- Hotel
- Human Resources
- Information Technology
- Library
- Student Services

#### Select Your Sub-Family

- Audio/Video/Sound
- Construction
- Custodial**
- Grounds
- Grounds Equipment
- Interior Design
- Locksmith
- Power Plant Operations
- Property/Building Management
- Semi-skilled Maintenance
- Shipping/Rec/Warehouse
- Skilled Maintenance
- Warehouse Administration
- Recycle/Waste

#### Market Reference Ranges

**Custodial Description**  
Includes jobs responsible for the appearance and cleanliness of public and private interior areas on campus. Typical activities include planning, monitoring, or participating in general classroom or building cleaning, bathroom cleaning and sanitation, and simple floor care (mopping, buffing, etc.). May involve trash and recycling material removal, meeting room set-up, and hotel room servicing.

Non-Exempt Individual Contributor (NIC)	Exempt Individual Contributor (EIC)	Management (M)
<b>NIC1 Assistant</b> \$15,610 – \$31,219 (\$7.50 – \$15.01)	EIC1 Associate	<b>M1 Supervisor</b> \$26,657 – \$53,314 (\$12.82 – \$25.63)
<b>NIC2 Coordinator</b> \$16,858 – \$33,717 (\$8.11 – \$16.21)	EIC2 Professional	<b>M2 Manager</b> \$51,947 – \$103,894 (\$24.97 – \$49.95)
<b>NIC3 Technician</b> \$18,207 – \$36,414 (\$8.75 – \$17.51)	EIC3 Specialist	M3 Director
<a href="#">NIC Career Guide Download PDF</a>	<a href="#">EIC Career Guide Download PDF</a>	M4 Associate VP
		<a href="#">M Career Guide Download PDF</a>

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UNIVERSITY OF NOTRE DAME

## Boston College – Dining Services

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- **DINING SERVICES (40 HRS/WEEK)**  
**Effective June 1, 2010 Salary Grade**

### Hiring Range

- 8 \$22.28 - \$24.76
- 7 \$20.24 - \$22.49
- 6 \$18.40 - \$20.44
- 5 \$16.72 - \$18.58
- 4 \$15.10 - \$16.78
- 3 \$13.73 - \$15.25
- 2 \$12.53 - \$13.92
- 1a \$11.71 - \$13.01
- 1b \$11.71 - \$13.01

The following items were discussed:

- a. Does the University hire full-time or do we hire part-time staff to avoid paying benefits?

- b. What does “living wage” entail for Villanova and what is afforded in living wages?

Next steps:

- a. Find trends in hiring part-time staff.

#### IV. NEW ITEMS

- a. Are we going to discuss football?
  - i. We believe there are ethical ramifications. We will try to obtain facts to educate ourselves.

Respectfully submitted,

Bridget Liberty Halligan

Student Member

Wednesday, October 20, 2010