

GOAL 0: Sustainability in Academics



VILLANOVA 2030 OBJECTIVE

Integrate sustainability into campus curricula, research, and outreach to achieve an ethos of sustainable living at Villanova.

3%

Objective Weight

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

Metric	Metric Description	2021 Key Result
0.1	Percentage of courses that include sustainability learning outcomes encompassed by the SDGs.	All Villanova department and program offer sustainability learning opportunities.
0.2	Incentives for faculty across all disciplines to incorporate sustainability into existing courses or develop new sustainability courses.	Establish a fund for faculty incentives to incorporate sustainability in their courses.
0.3	Existence of and performance on a sustainability literacy assessment for students.	Develop a sustainability literacy assessment.
0.4	Percentage of students who graduate from programs that have adopted at least one sustainability track or 10% of courses that include sustainability.	
0.5	Percentage of research-producing departments that are engaged in sustainability research.	Develop plan to implement a sustainability research network.

GOAL 1: No Poverty



VILLANOVA 2030 OBJECTIVE

Assure that no Villanovan's compensation rate is below living wage guidelines; Villanova supports and participates in local and global initiatives to eradicate extreme poverty; Villanova assures Villanovans have equitable access to basic resources and requires livable wages in their supply chain.

5.8%

Objective Weight

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

Metric Metric Description

- 1.1** Proportion of Villanova employees, including student employees, that earn below a living wage. (\$12.64/hr for 1 adult)
- 1.2** Minimum hourly earnings lowest pay band) of employees disaggregated by full time, part time and student employees.
- 1.3** Average starting salary of undergraduates going into the workforce and full-time graduate students in their field of study.
- 1.4** Proportion of tier 1 suppliers with at least \$500,000 in annual business that published policies, programs, or disclosures about having living wages or equivalent for their employees.

2021 Key Result

Develop and demonstrate a commitment to increase wages over time to livable wages for all employees.

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Confirm how many tier 1 suppliers provide living wages and request change from those that currently do not.

GOAL 2: Zero Hunger



VILLANOVA 2030 OBJECTIVE

Ensure that every Villanovan has access to and is educated on sustainably sourced and appropriate nutrition. Take action to ensure that food is used as efficiently as possible.

5.8%

Objective Weight

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

Metric Metric Description

- 2.1** Prevalence of moderate or severe food insecurity in the university population, based on the Food Insecurity Index.
- 2.2** Proportion of students, faculty, and staff that are meeting their caloric and nutritional needs without consuming in excess.
- 2.3** Percentage of food disposed of in a non circular manner.

2021 Key Result

- Reduce food insecurity for Villanova students to no more than 10%.
- Measure the nutritional health of Villanova's population and assess the needs of those with restricted diets due to allergies, religious restrictions, or other dietary restrictions.
- Divert 100% of pre-consumer food waste from landfill or incineration.

GOAL 3: Good Health and Well-Being



VILLANOVA 2030 OBJECTIVE

Promote healthy lifestyles as well as provide access to affordable and quality physical and mental health care for all Villanovans.

6.2%

Objective Weight

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

Metric Metric Description

- 3.1** Harmful drug abuse as measured by proportion binge drinking and proportion of student, faculty, and staff who use tobacco products or any illicit drug habitually.
- 3.2** Percentage of sexually active students practicing safe sex and prevention of STDs (condoms, or abstinence).
- 3.3** Percentage of University insurance provided physical and mental health care that is an out of pocket expense for a student, faculty, or staff member.
- 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.
- 3.5** Proportion of students, faculty, and staff receiving age appropriate sleep per night during the semester.
- 3.6** Thriving quotient.

2021 Key Result

- Update student climate survey and health survey to better measure binge drinking and tobacco and drug abuse.
- Equal leave of 12 weeks for all employees without the use of sick or vacation time.
- Complete Thriving Quotient study.

GOAL 4: Quality Education



VILLANOVA 2030 OBJECTIVE

Improve the value of a Villanova education and increase its accessibility to all groups of people.

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
4.1	Graduation rate of Villanova undergraduate students in 4 years.	Maintain 2018 4 and 6 year graduation rates.
4.2	Average starting salary of undergraduates going into the workforce and full-time graduate students in their field of study.	
4.3	Net annual aid for first time, first generation students whose family earnings are in the lowest income bracket of reported to IPEDs.	
4.4	Graduation rate of Villanova undergraduate students in 4 years.	Develop a plan and commitment to meet 100% of need by 2030 while remaining need blind.
4.5	Graduation rate of Villanova undergraduate students in 4 years.	Maintain current overall graduation rate for underrepresented student demographics.

GOAL 7: Affordable and Clean Energy



VILLANOVA 2030 OBJECTIVE

Reduce Villanova's energy intensity and increase the share of Villanova's energy coming from renewable sources.

3.9%

Objective Weight

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

Metric	Metric Description	2021 Key Result
7.1	Renewable energy share in the total campus energy consumption (Scope 1 and 2).	Buy at least 10% of electricity from renewable sources
7.2	Campus's energy intensity (site energy).	Develop a plan to reduce energy intensity.
7.3	Percentage of the institution's investment pool in positive sustainability investments.	
7.4	Equivalent Gallons of fossil fuel burned (gasoline, Diesel) per mile traversed by university vehicles.	

GOAL 11: Sustainable Cities and Communities



VILLANOVA 2030 OBJECTIVE

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3.7%

Objective Weight

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

Metric	Metric Description	2021 Key Result
11.1	Proportion of non-utility and non-maintenance projects that have stakeholder input from students, faculty, and staff.	
11.2	Indoor and outdoor air quality based on EPA and OSHA regulations	Establish appropriate network of air quality monitoring and weather stations on campus.
11.3	Degree of implementation of a campus disaster risk reduction strategy in line with the industry standards or expert recommendation.	
11.4	Percentage of campus managed under sustainable landscape management practices.	Develop a goal to plant a certain number of native plants.
11.5	Proportion of commuter miles traveled using low carbon transportation (public transit, carpooling, walking, biking, and electric vehicles).	Develop a plan to reduce commuting miles by car.

GOAL 16: Peace, Justice and Strong Institutions



VILLANOVA 2030 OBJECTIVE
Increase safety, satisfaction, healthy relationships, and transparency on the Villanova campus.

3.7%
Objective Weight

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

Metric	Metric Description	2021 Key Result
16.1	Proportion of population that feel safe walking alone around the campus.	
16.2	Annual crime rate per capita on Villanova's campus.	
16.3	Proportion of students, faculty, and staff that feel like they are a part of an institution that is just and fair to its members.	Add questions to the climate survey to better represent satisfaction with Villanova's administrative justice.
16.4	Proportion of campus departments that adopt and implement policies that guarantee public access to information.	Publish Villanova board and cabinet meeting minutes after each meeting.