

## **Resolution 2019-2 - Adopting a 3-Level Decision-Making Framework for the School of Dentistry**

Whereas working toward the mission of *Transforming Dentistry for Better Health* requires that ongoing positive changes occur at the UNC School of Dentistry.

Whereas collaboration across Faculty, Staff and Administrators is necessary to make the informed, effective, and meaningful decisions needed to drive these changes.

Whereas without a clear framework for making the decisions that drive positive change, the effective collaboration needed to implement change is impossible.

**Whereas this 3-Level framework does not override, amend, or remove the requirements of the faculty constitution and bylaws of the UNC School of Dentistry.**

Therefore, be it resolved that for decisions that affect the entire School of Dentistry, the Faculty of the School of Dentistry support the use of a '3-Level Framework', defined as:

- Level 0 – The Dean
- Level 1 – Horizontal Leadership Team (HLT)
  - o The composition of the HLT is determined by the Dean
  - o The HLT is Chaired by the Dean
- Level 2 – The Faculty Senate
  - o The composition of the Senate is determined by the Constitution of the School of Dentistry
  - o The Senate is Chaired by an elected member of the Faculty, as determined by the Constitution of the School of Dentistry
  
- The levels described above are neither mutually exclusive, nor listed in priority order, nor is approval from each level always required to make a decision.
  
- When needed, triage of decisions may be made at the Level of the HLT.
  
- **In preparation for making decisions, the person or group proposing the change should provide the decision-making body with a written description of the plan that includes the rationale for the change a reasonable number of business days in advance of consideration in the respective forum.**
  
- This Framework does not **define the criteria that would be used to determine if** a decision affects the entire School of Dentistry. Precedent, through the use and re-evaluation of the Framework over time, will establish this definition.