

[President] CHANCELLOR or the [President's] CHANCELLOR'S designated representative, in addition to conducting a hearing on the merits, conduct a preliminary hearing to determine whether or not the employee may continue to work with pay pending the disposition of the charges.

(3) The President or the President's designated representative shall conduct a preliminary hearing within 5 working days after the [President] CHANCELLOR or the [President's] CHANCELLOR'S designated representative receives in writing the request from the suspended employee for the preliminary hearing.

(4) The preliminary hearing shall be limited to the issues of:

(i) Whether suspension without pay is necessary to protect the interests of the University of Maryland or the employee pending final disposition of the charges; and

(ii) Whether other employment and status alternatives should be considered.

(5) At the preliminary hearing, the employee may:

(i) Rebut the reasons given for the suspension;

(ii) Allege mitigating circumstances; and

(iii) Offer alternatives to the suspension, including:

1. Return to the position with pay;

2. Transfer to another position with pay;

or

3. Suspension with pay.

(6) Within 5 days after the preliminary hearing is completed, the [President] CHANCELLOR or the [President's] CHANCELLOR'S designated representative shall render a written decision that is conclusive as to the issue of whether or not the employee may continue to work with pay pending the disposition of the charges.

13-1A-06.

(a) In cases of appeal to an arbitrator, each party is responsible for any expense incurred in the preparation and presentation of its own case and for any record or transcript it may desire.