

5. If a full hearing is deemed the appropriate action, then the following standards and procedures shall apply in the conduct of said hearing:
 - a. The hearing shall be closed.
 - b. A verbatim record of the hearing or hearings will be taken and a copy made available to the faculty member and to the person against whom the grievance is lodged, on request and without cost.
 - c. Both parties to the grievance may choose an advisor and/or counsel to be present during the hearings.
 - d. The committee may grant adjournment to enable either party to investigate evidence to which a valid claim of surprise is made.
 - e. Both parties to the grievance and the advisor and/or counsel shall have the right to confront and cross-examine all witnesses.
 - f. The Faculty Grievance Committee will not be bound by strict rules of legal evidence and may admit any evidence which is of probative value in determining the issues involved.
 - g. The findings of fact and the decision of the Faculty Grievance Committee will be based solely on the hearing record.
6. The Faculty Grievance Committee will submit its findings and recommendations in writing to the faculty member, to the person against whom the grievance is lodged, and to the President of the University.
7. The President of the University will have 10 days in which to accept or reject the recommendation of the Faculty Grievance Committee. If the President of the University rejects the recommendation of the Faculty Grievance Committee, the President will state in writing, within those 10 days, the reasons for doing so to the Faculty Grievance Committee, the faculty member, and the person against whom the grievance is lodged.
8. Within 30 days of final action by the President the faculty member shall have the right to appeal the President's decision to the Francis Marion University Board of Trustees or to a committee designated by the Board for that purpose, such appeal to be limited to the record of the hearing.