

**THE UNIVERSITY OF MICHIGAN**  
**Department of Electrical Engineering & Computer Science**  
December 14, 2009

MEMORANDUM

TO: EECS Faculty

FROM: Khalil Najafi  
Farnam Jahanian

SUBJECT: Grader Duties

Please review the following information regarding how graduate student graders can be utilized in your courses. There are restrictions on what can be asked of the graders based on the language contained in the Graduate Employee's Organization's contract with the University. If we do not comply, we risk having to appoint graduate student graders as GSI's. The cost difference is substantial.

The following, regarding use of the GSI title, is taken directly from that GEO contract:

**Article 1, Section B, Paragraph 4** - *The title (GSI) shall also be given to a graduate student who is (1) employed on a regularly scheduled and pre-arranged basis throughout not less than one term and (2) who (a) grades papers or examinations in a manner that requires subjective evaluation above and beyond the **mechanical or routine comparison of submitted papers** or examinations with answers, responses, or elements predetermined as correct or acceptable by another individual or method or (b) provides tutorial instruction.*

*It is understood, however, that the title shall not be given to an individual who provides tutorial instruction or grades on a demand or on-call basis regardless of the frequency of the demand or calls.*

In a previous grievance on this issue, EECS certified the following regarding use of graders:

*Solutions were provided and even in the Programming courses, **no partial credit was to be given.***

This applies only to graduate students working as graders. The GEO contract does not cover undergraduate students. Graders, graduate or undergraduate, should not be used in a capacity that is reserved for undergraduate Instructional Aides or Graduate Student Instructors.

Please contact Karen Liska if you need additional information. Thank you for helping the department to comply with the policies established for this contract.