

# GRA Research Group Leadership Guidelines

---

## Purpose:

The Research Group Co-Chairs are integral to progress in GRA's mission. Therefore, it is important to have active and engaged Co-Chairs and to continually infuse the groups with new ideas. By creating a framework for review of Research Group leadership, the GRA Council will strive to ensure deeper participation as well as a regional balance and diversity of member countries.

## Proposed Structure:

To this end, we propose the following structure for Research and Crosscutting Group leadership:

- **Retain Co-Chair Structure:** We propose that each group maintain at least one Co-Chair to ensure group continuity and buffer against fluctuating resources. A Co-Chair structure also allows lower resource countries to participate in leadership with a reduced financial burden.
- **Co-Chair Position Held by Member, not Individual:** We note that each Co-Chair term is held at the country and not the individual level, such that each country is responsible for keeping the Co-Chair position staffed for their review term as is stated in the Charter (Paragraph 27).
- **Limit Co-Chair Position to One per Member Country:** We propose that each member country hold only one research group Co-Chair position at any given time to promote engagement across the membership.
- **Institute 4 Year Review:** We propose that leadership of each research group is reviewed every four years, and that the Co-Chairs' 4-year review terms be offset by two years, such that if one Co-Chair steps down during their review, the other can continue with two years' experience. To institute this system, each Research and Crosscutting Group Co-Chair team will determine how to begin, including the start date for the review clock. For example, Country A may opt to undergo review in 2 years and Country B in 4 years, or Country A may opt to undergo review in 1 year and Country B in 3 years.
- **Time and Resource Commitment:** As a point of guidance, we recommend that during review of Co-Chair positions, current Members interested in renewing and potential Member countries interested in assuming a leadership role should give careful consideration to the time and resource commitments that Members can bring to the position.