



BOARD OF TRUSTEES

Board of Trustees Meeting Minutes

**January 22, 2026
10:00 A – 10:30 A**

Virtual via Microsoft Teams

I. Call to Order

Chair Beth Kigel called the meeting to order at 10:01 a.m. She welcomed the Board's four new trustees to their first meeting.

II. Roll Call

Kristen Wharton called the roll: Chair Beth Kigel, Vice Chair Jesse Panuccio, Trustee Patrick Hagen, Trustee Eliot Peace, Trustee Sumanth Neelam, Trustee Colby Manrodt, Trustee Edwar Romero, Trustee Ilya Shapiro, Trustee Rob Kincart and Trustee Sid Theis were present (Quorum).

Trustees not present: Vice Chair Jesse Panuccio, Trustee Jack Harrell, III

Staff Present: President Devin Stephenson, Provost Brad Thiessen, Bryan Brooks, Dr. Tanner McKnight, Kelli Stargel, Kristen Wharton, David Blanton, Kevin Calkins

III. Public Comment

There were no requests received for public comment.

IV. Performance-Based Funding (PBF) Metrics

Dr. Brad Thiessen, Vice President and Provost, provided an overview of Performance-Based Funding (PBF) metrics for Florida's State University System (SUS). It was noted that while the two metrics under consideration will begin to be measured now, they will not impact Florida Poly's PBF funding until 2027.

The Board of Governors (BOG) requested Florida Poly to propose a replacement metric for Metric 8. All universities within the State University System were also asked to propose a replacement metric for Metric 10.

For Metric 10, each university was provided with eight alternative options. The provost recommended selecting "percentage of graduates with internships," citing direct alignment with Priority 1 of the University's strategic plan. The strategic plan establishes a goal that by 2030, 100% of graduates will complete an internship. Current performance is reported at 97%.

Trustee Rob Kincart inquired about the basis for confidence in achieving 100% performance on the internship metric. Provost Thiessen indicated that completion of an internship will be required for graduation.

Trustee Christie Bassett inquired about internship standards, including required hours and timing within the academic program. It was explained that the internship course typically occurs during the junior or senior year and must be completed as part of degree requirements. The requirement will specify participation in an actual internship, with many students completing internships during the summer term. Internship requirements do not include a weekly minimum hour threshold but require completion of one hundred total hours within the academic term.

Questions were raised by Trustee Sumanth Neelam regarding licensure and whether transfer students entering from two-year technical programs could qualify under an alternative metric. Provost Thiessen indicated that further review is needed to determine whether such experience would meet internship criteria.

Chair Kigel inquired whether the proposed metrics had been reviewed with the Board of Governors (BOG). It was confirmed that the institution has been working with the BOG, which has advocated on the institution's behalf with the Chancellor.

Trustee Sidney Theis motioned to approve Florida Poly's Performance-Based Funding Metric number 10 as "internships with rigorous benchmarks." Trustee Sumanth Neelam seconded the motion; a vote was taken, and the motion passed unanimously.

Metric 8 currently measures graduate degrees in areas of strategic emphasis. The University consistently receives the maximum score for this metric, as all graduate degrees fall within areas of strategic emphasis. A recommended alternative metric is the median starting salary of master's graduates. Adoption of this metric would influence program offerings and admissions strategies, with an emphasis on high-quality programs that lead to strong employment outcomes.

Trustee Neelam inquired about how the University's median starting salary of master's graduates compares to other institutions within the State University System (SUS). It was noted that average starting salaries across the SUS are in the mid-\$60,000 range, and the University ranks at the upper end for graduate student outcomes.

Trustee Colby Manrodt motioned to approve Florida Poly's Performance-Based Funding Metric number 8 as "median salary for master's graduates one year after graduation." Trustee Ilya Shapiro seconded the motion; a vote was taken, and the motion passed unanimously.

VI. Closing Remarks and Adjournment

With no further business to discuss the meeting adjourned at 10:37 a.m.

Respectfully submitted:
Kristen Wharton
Corporate Secretary