



BOARD OF TRUSTEES

Governance, Audit, and Compliance Committee **DRAFT** Meeting Minutes

September 18, 2026
2:30 P – 4:00 P

Virtual via Microsoft Teams

I. Call to Order

Committee Chair Sid Theis called the Governance, Audit, & Compliance Committee meeting to order at 2:30 p.m.

II. Roll Call

Kristen Wharton called the roll: Committee Chair Sid Theis, Committee Vice Chair Jeff Beelaert, Trustee Ilya Shapiro, Trustee Rob Kincart, Trustee Patrick Hagen, and Vice Chair Jesse Panuccio were present (Quorum)

Committee members not present: N/A

Other Trustees present: Board Chair Beth Kigel, Trustee Derek Henderson

Staff Present: President Devin Stephenson, David Blanton, Provost Brad Thiessen, Bryan Brooks, Dr. Tanner McKnight, Dr. Cole Allen, Kelli Stargel, Katie Daniel, and Kristen Wharton

III. Public Comment

There were no requests received for public comment.

IV. Approval of the May 22, 2026, Minutes

Trustee Jesse Panuccio made a motion to approve the Governance, Audit, and Compliance Committee meeting minutes for May 22, 2026. Trustee Patrick Hagen seconded the motion; a vote was taken, and the motion passed unanimously.

V. 2026-2028 Governance, Audit, and Compliance Committee Charter Review and Approval

Committee Chair Sidney Theis presented the revised draft of the Committee Charter for fiscal year 2026–2027. The proposed revisions separated purpose and responsibilities into distinct sections and incorporated clarifications within Section 3 regarding composition and meeting procedures.

Vice Chair Jesse Panuccio motioned to approve the revised 2026–2028 Committee Charter as presented. Trustee Patrick Hagen seconded the motion; a vote was taken, and the motion passed unanimously.

VI. 2026-2027 Governance, Audit, and Compliance Committee Annual Work Plan Review and Approval

Trustees reviewed the Committee Work Plan for fiscal year 2027. There was no discussion on this item.

Trustee Jeff Beelaert motioned to approve the FY2027 Committee Work Plan as presented. Trustee Jesse Panuccio seconded the motion; a vote was taken, and the motion passed unanimously.

VII. Audit and Compliance

A. Audit and Compliance Charters

David Blanton, CAE and COO, presented three detailed department charters requiring triennial review under revised Global Internal Audit Standards and Board of Governors regulations: the Audit and Compliance Committee Detailed Charter, the University Audit Charter, and the University Compliance Charter. Following review of the proposed amendments, **Trustee Jesse Panuccio motioned to recommend approval of the three detailed charters to the Board of Trustees. Trustee Ilya Shapiro seconded the motion; a vote was taken, and the motion passed unanimously.**

B. Audit and Compliance Update

Blanton delivered an update on external and internal audit activities. Regarding external reviews, the State Auditor General concluded fieldwork for its operational audit, with preliminary findings shared orally ahead of a forthcoming formal written response window; interim fieldwork on the fiscal year 2026 financial audit has also commenced.

C. UAC Annual Report FY26

Blanton then presented the University Audit and Compliance Annual Report for the fiscal year ended June 30, 2026. The report highlighted the completion of four audit reports, three compliance reports, and the resolution of eleven allegations and complaints. Mr. Blanton confirmed his organizational independence with no impairments or standard non-conformances, noting that the mandatory five-year external quality assurance review is slated for 2027.

D. UAC Risk Assessment and Audit Plan FY27

Blanton outlined the Fiscal Year 2027 Audit Plan, which was developed from an institutional risk assessment tracking approximately 140 risk areas. Planned engagements include the annual Performance-Based Funding Data Integrity Audit, a follow-up review on contractual services, a purchase card (P-Card) fraud risk audit, and preparations for external quality review.

Trustee Patrick Hagen motioned to recommend approval of the FY 2027 University Audit Risk Assessment and Audit Plan to the Board of Trustees. Trustee Jeff Beelaert seconded the motion; a vote was taken, and the motion passed unanimously.

E. UAC Compliance and Ethics Program Plan FY27

Blanton reviewed the proposed Fiscal Year 2027 Compliance and Ethics Program Plan, structured in accordance with the seven elements of the Federal Sentencing Guidelines.

Program priorities include ongoing monitoring of textbook affordability, conflicts of interest and financial disclosures, and advisory compliance consulting for the athletics department.

Trustee Jesse Panuccio motioned to recommend approval of the University Compliance and Ethics Plan for FYE27 to the Board of Trustees. Trustee Patrick Hagen seconded the motion; a vote was taken, and the motion passed unanimously.

F. Performance-Based Funding (PBF) Data Integrity Audit Scope and Objectives

Blanton presented the scope and objectives for the annual Performance-Based Funding Data Integrity Audit, due to the Board of Governors in early March 2027. The engagement evaluates internal controls, system access safeguards, and the accuracy of underlying data tied to the state's ten performance metrics.

Trustee Patrick Hagen motioned to recommend to the Board of Trustees approval of the Performance Based Funding Audit Scope and Objectives, to be performed by University Audit. Trustee Jeff Beelaert seconded the motion; a vote was taken, and the motion passed unanimously.

VIII. President's Accomplishments FYE26

President Devin Stephenson presented his self-evaluation detailing institutional accomplishments for Fiscal Year 2026 aligned with the 2025–2030 Strategic Plan. The University achieved a record 35% enrollment increase over two years, an all-time high Performance-Based Funding score of 87 resulting in \$11 million in additional funding, and top rankings within the State University System for graduate starting salaries. Academic expansion grew the credential inventory from 24 to 54 offerings while maintaining a 98% faculty retention rate. Operational modernization efforts included the migration of core systems to Banner SaaS, the establishment of the Public Service AI Lab funded by NIST, and substantial operational cost efficiencies. Facility developments advanced with the contracting of \$75 million in housing and parking projects and progress on the Student Achievement Center targeted for Fall 2028. During trustee discussion regarding the management of rapid growth, President Stephenson and Vice President Bryan Brooks explained interim class scheduling adjustments across an expanded daily timeframe and ongoing efforts to address housing demands.

IX. Governance

A. Employment Practices Report

President Stephenson delivered the annual report on university employment practices for the period covering July 1, 2025, through June 30, 2026. Institutional headcount grew by 35 net positions to a total of 341 employees, with faculty growth outpacing staff additions. All 300 eligible employee performance evaluations were completed on schedule, establishing compensation adjustments and performance bonuses in accordance with collective bargaining agreements and institutional review processes.

B. Report on Cybersecurity & Gramm-Leach-Bliley Act (GLBA)

Director of Information Security and Chief Information Security Officer Jack Trainor delivered the annual compliance report on the Federal Trade Commission's Safeguards Rule under the Gramm-Leach-Bliley Act. Trainor confirmed that the University satisfies all nine required safeguard elements, ensuring continued institutional eligibility for Title IV federal financial aid.

He extended an invitation for trustees to receive a separate technical briefing regarding confidential risk assessment findings.

C. Evaluation Instrument for President's Annual Review FYE26

University Counsel Katie Daniel presented the proposed Fiscal Year 2026 evaluation instrument, which organizes presidential assessment criteria around the strategic plan's core priorities. Board Chair Beth Kigel emphasized the importance of aligning trustee evaluations with state Performance-Based Funding metrics alongside the strategic plan. Daniel confirmed that supporting materials, including PBF metrics and the president's administrative self-evaluation, would be distributed with the evaluation form.

Trustee Jeff Beelaert motioned to recommend to the Board of Trustees approval of the evaluation instrument titled "President's Annual Review" to be used in the Trustees' evaluation of the president's performance for fiscal year 2026. Vice Chair Jesse Panuccio seconded the motion; a vote was taken, and the motion passed unanimously.

D. Presentation of Presidential Compensation Study

Maeve Madison, Managing Director at White and Gale Consulting, presented a benchmark study examining presidential base compensation using public disclosures and Form 990 data from peer institutions. The analysis identified the median market base compensation across comparator institutions at approximately \$624,000 to \$625,000. Madison also reviewed additional Florida peer institutions, noting the approximate employee headcount and institutional size displayed alongside documented base salary data. She stated that the median average salary for this peer comparison group trended higher than the comparator institutions, averaging approximately \$850,000. Board Chair Kigel noted that while market percentiles provide helpful reference points, full contract deliberations in November will account for Florida Poly's unique mission as an exclusively STEM institution and individual executive leadership factors.

IX. Closing Remarks and Adjournment

With no further business to discuss the meeting adjourned at 3:54 p.m.

Respectfully submitted:

Kristen Wharton
Corporate Secretary