

IHMC Board of Directors Meeting Minutes
Monday, December 8, 2025
8:30 a.m. CST/9:30 a.m. EST

Roll Call
Chair's Greetings

Chair William S. Dalton
Chair William S. Dalton

Action Items

- | | | |
|----|--|--------------------------|
| 1. | Approval of September 8, 2025, Minutes | Chair William S. Dalton |
| 2. | Discussion and Approval of IHMC Financials | Chair Finance Dick Baker |

Chief Executive Officer's Report

- | | | |
|----|--------------------------------------|------------------|
| 1. | State and Federal Legislative Update | Dr. Morley Stone |
| 2. | Staffing Update – New Team Members | Dr. Morley Stone |
| 3. | Triumph Gulf Coast Update | Ryan Tilley |
| 4. | Research Update | Dr. Morley Stone |
| 5. | Philanthropic Update | Carol Carlan |
| 6. | Community & Educational Outreach | Dr. Morley Stone |

Board Meeting Adjourned

Board Minutes:

IHMC Chair William S. Dalton called the meeting to order at 8:30 a.m. CST. The Chair and Directors in attendance included: William S. Dalton, as Chair, and the following Directors: Dick Baker (Chair Finance), Eugene Franklin, Jon L. Mills, Eric Nickelsen, J. Mort O'Sullivan, III, Jay Patel, Gordon J. Sprague, Jim Reeves, Ray Russenberger, Wes Reeder, Ron Ewers, Manny Diaz and Glenn Sturm. Also, in attendance were representatives of IHMC: Morley Stone, Cassandra Guilliams, Ronnie Armstrong, Alan Ordway, Stephanie Tillery Rothfeder, Carol Carlan and Ryan Tilley. The Board Members not in attendance for the December meeting included: David Bear and Alain Rappaport.

IHMC Chair William S. Dalton called the meeting to order and welcomed Board members and guests. He thanked those attending in person and those joining virtually.

Chair Dalton introduced Action Item one (1) by asking if everyone had reviewed and approved the September 9, 2025, minutes. Without discussion, Director Sprague moved to approve the minutes, with Directors Russenberger, Reeder and Reeves seconding. The motion passed unanimously.

Chair Dalton then transitioned to Action Item two (2), the discussion and approval of IHMC's financials, and transferred the floor to Director and Finance Chair Dick Baker. Chair Baker opened the financial discussion by presenting a historical financial perspective, highlighting IHMC's growth over time, and explaining how IHMC operates

as a sponsored research organization, including the complexities, risks, and operational demands associated with managing a predominantly sponsored research portfolio. Chair Baker concluded his report by encouraging all Board members to advocate for and support IHMC, both financially and otherwise.

Upon completion of the Action Items, Chair Dalton thanked the Board and invited Dr. Stone to present his Officer's Report.

Dr. Stone thanked Chair Dalton and the Board for the opportunity to provide his report and began with the State Legislative Update.

Dr. Stone reported that, as previously discussed at the September Board meeting, on June 30, 2025, the Governor signed the FY 2025–2026 Florida budget totaling approximately \$117.4 billion after line-item vetoes, about 1.5% below the prior year. Florida's real GDP growth has remained steady between 2.5% and 3.0%, though growth is expected to moderate in 2026. Florida TaxWatch projects slight slowing, while University of Central Florida economists anticipate slower job growth and a decline in housing starts. Corporate profits and business investment remain modest, as reflected in the state's revised revenue forecast.

Despite these headwinds, Dr. Stone emphasized that Florida's economy remains resilient, supported by strong in-migration, a large retiree population, and sustained demand for tourism and services. Revenue collections are increasing in key areas, and the projected FY 2025–2026 ending balance remains healthy.

Dr. Stone noted that Northwest Florida's economic outlook is mixed. The region continues to diversify beyond defense, tourism, and healthcare, with modest growth projected in advanced manufacturing, logistics, and emerging industries. Infrastructure investment is central to this transition. He highlighted that Florida's public seaports generated roughly \$176 billion in economic value in 2023, supporting more than one million jobs statewide. Northwest Florida is prioritizing port, rail, and site development to support diversification and high-wage employment.

Dr. Stone stated that initiatives such as Project Maeve, which he would discuss later in the Research Update, reinforce Northwest Florida's growing role as a hub for advanced infrastructure, maritime operations, and technology-driven industries. These efforts align directly with IHMC's strengths in robotics, autonomy, and collaborative systems.

Dr. Stone emphasized that the Legislature and Governor's continued approval of IHMC's recurring appropriations underscores strong confidence in the Institute's mission and impact. He thanked Board members for their advocacy and engagement with local and state legislators.

Dr. Stone then provided the Federal Legislative Update.

He reported that on November 12, the Continuing Appropriations, Agriculture, Legislative Branch, Military Construction and Veterans Affairs, and Extensions Act, 2026

was signed into law, ending the longest government shutdown on record. The continuing resolution (CR) funds federal agencies through January 30, 2026, at FY 2025 levels and provides full-year FY 2026 appropriations for Agriculture, Military Construction & Veterans Affairs, and the Legislative Branch. Because CRs restrict agencies' ability to initiate new programs or expand existing ones, these constraints directly affect the timing and evaluation of IHMC's pending proposals.

Dr. Stone stated that while all twelve FY 2026 appropriations bills have been reported out of committee, only a subset has been enacted. The remaining bills, including those covering NIH, NSF, and multiple defense R&D organizations, are expected to be negotiated in early 2026, contributing to uncertainty for proposal timelines and funding decisions.

Dr. Stone noted that approximately 92% of requested FY 2026 federal R&D funding is concentrated in five agencies: DOD, NIH, DOE, NASA, and NSF and that of these, the DOD is the only agency projected to receive an increase. This shift aligns well with IHMC's strategic emphasis on autonomy, unmanned systems, and human performance.

NIH funding remains uncertain, with the Administration proposing \$27.9 billion and the Senate proposing \$48.7 billion. Dr. Stone explained that this uncertainty is affecting several healthspan, aging, and cognitive systems proposals currently under review.

Dr. Stone also noted leadership transitions at defense R&D laboratories such as ARL and AFRL, which introduce additional uncertainty regarding future priorities. He stated that IHMC continues to monitor these developments closely through its Washington team and is refining its proposal pipeline accordingly.

Dr. Stone then transitioned to staffing and welcomed two new members to the IHMC research team.

Dr. Stone introduced Dr. Timothy Bunning, who joined IHMC as a Part-Time Senior Research Scientist. Dr. Bunning previously served as Chief Technology Officer at the Air Force Research Laboratory and as Chief Scientist of AFRL's Materials and Manufacturing Directorate. Dr. Stone highlighted Dr. Bunning's extensive leadership experience, technical expertise, and numerous national honors.

Dr. Stone next introduced Dr. David Rabin, who also joined IHMC as a Part-Time Senior Research Scientist. Dr. Rabin is Chief Medical Officer and Co-Founder of Apollo Neuroscience and brings extensive expertise in clinical medicine, neuroscience, and neurotechnology commercialization. Dr. Stone noted that Dr. Rabin's appointment opens new opportunities for translational neuroscience research and human performance initiatives at IHMC.

Dr. Stone stated that discussions are ongoing with additional high-caliber candidates who are expected to join IHMC in mid-2026.

Dr. Stone then turned the floor over to Ryan Tilley for the Triumph Gulf Coast update.

Ryan Tilley reported that Triumph funding continues to play a critical role in advancing IHMC's Healthspan, Resilience, and Performance research and the establishment of the National Center for Collaborative Autonomy. He noted that the agreement discussed at the September Board meeting was executed on September 9, 2025, allocating current award dollars to support IHMC's commercialization efforts.

Ryan stated that IHMC has been reconciling match documentation and has established a formal process to track match requirements for the NCCA, ensuring accuracy and timely reporting. He emphasized that these efforts support diversification of funding and strengthen IHMC's long-term financial resilience. Ryan thanked Triumph Gulf Coast and its Board of Directors for their continued partnership.

Dr. Stone then provided a facilities update.

Dr. Stone reported that the final work plan for the building 41 pervious paver parking lot and drainage system improvements was approved by DEP, and work commenced on September 29. By the time of the Board meeting, the project had been completed. He thanked Brasfield & Gorrie for their outstanding work and noted that IHMC is working with DEP on reimbursement and exploring additional funding to extend pervious pavers to the driveway and construct a crosswalk.

Dr. Stone reported that the building 40 HVAC replacement project is approximately 90% complete, with remaining work focused on resolving control system issues. Completion is now anticipated by the end of the year.

Dr. Stone then transitioned to the Research Update.

Dr. Stone reported that uncertainty in federal research funding continues to affect submission opportunities, review timelines, and award rates. IHMC currently has nine NIH submissions totaling more than \$31 million awaiting action, including two high-scoring resubmissions. In addition, IHMC has 49 non-NIH pending submissions totaling approximately \$55 million across NSF, CDMRP, AFOSR, AFRL, ONR, DARPA, and other sponsors.

Dr. Stone highlighted several awarded and advancing projects since the September Board meeting, including:

- Execution of the multi-million DARPA KALLISTI/MIMIR award led by Dr. Ian Perera with Drs. Matt Johnson, Pete Pirolli, and Mark Orr.
- Formal award of the DARPA MORPHEUS/RESTORE project led by Drs. JP Errico, Kevin Gluck, and Toshi Miyatsu, with active contract negotiations with an anticipated start in January 2026.
- Selection for funding of the NIH project led by Dr. Zach Graham and Dr. Greg Sawicki on age-related gait biomechanics, with contract negotiations underway with Georgia Tech.

- ONR H2O project submitted by Connor Tate recommended for funding and in negotiations at a reduced budget.
- AFRL Engineering Change Proposal “LoRa-Based Emergency Communications for ACE” led by Dr. Niranjan Suri confirmed for funding.
- ONR-sponsored MURI ATOM collaboration with the University of West Florida, representing a five-year, approximately \$1.9 million commitment to IHMC.
- Award to Research Scientist Jared Li for the “Exoskeleton Assistance for Shipyard Workforce Enhancement (EASE)” project.

Dr. Stone also discussed IHMC’s engagement with Project Maeve, a Triumph Gulf Coast proposal for advanced shipbuilding facilities at the Port of Pensacola.

Dr. Stone then invited Carol Carlan to provide the Philanthropic Update.

Carol Carlan reported on the conclusion of the 2025 Better Together series, with 174 regional leaders having participated since January 2023. She shared dates for the 2026 Better Together sessions and encouraged Board members to nominate participants.

Carol reported on the Dr. Ken Ford Founder’s Circle Celebration associated with the HRP Complex grand opening, highlighting recognition of leadership donors. She also reported that IHMC’s outreach programs in Pensacola and Ocala are fully funded for 2026 and shared cumulative participation statistics.

Carol concluded with information regarding the year-end donor video appeal.

Dr. Stone then provided an update on Community and Educational Outreach, highlighting the Marion County First Responder Blue Sky follow-up session, visits from Nestre and YMCA leadership, participation in the UWF SMART Lecture, hosting of the Takeoff 2025 Research Showcase and Capital Accelerator Competition, and visits from Swarm Dynamics and Miles Perret Cancer Services.

Dr. Stone reported on upcoming and completed Science Saturdays, Evening Lectures, and STEM-Talk podcast activity, noting more than 4.5 million total downloads and recent episodes.

Dr. Stone reminded the Board of the upcoming Ocala and Pensacola Christmas celebrations on December 11 and December 18, respectively.

Dr. Stone concluded his report by thanking the Board for its continued support

Chair Dalton thanked Dr. Stone for his comprehensive report.

With no further business, the meeting was adjourned.

Respectfully Submitted,
Cassie Guilliams
IHMC Corporate Secretary