

IHMC BOARD CEO SELECTION COMMITTEE

Meeting Minutes

Friday, July 10, 2026

10:00 a.m. CST / 11:00 a.m. EST Meeting

Roll Call

Cassie Guilliams

Selection Committee Members participating included Chair Reeder and Directors Dick Baker, (Chair Finance), J. Mort O'Sullivan, III, Rich Bianculli, David Bear, Jay Patel, Jim Reeves, and William S. Dalton. Cassandra Guilliams attended on behalf of IHMC, as Board Secretary. Dr. Ken Ford and Dr. Morley Stone joined the meeting separately for portions of the discussion.

Board Minutes:

Chair Wes Reeder called the meeting to order at 10:00 a.m. CST and reviewed the Committee's responsibility to evaluate potential candidates and make a recommendation to the full Board of Directors regarding the selection of IHMC's next Chief Executive Officer.

The Committee discussed the anticipated timing of Dr. Morley Stone's departure and the importance of identifying a successor who could provide stability and continuity while positioning IHMC for its next phase of growth. Members considered whether the Institute would be best served by an internal appointment, an interim appointment followed by a broader search, or another transition approach.

The Committee discussed the experience and characteristics it considered important for IHMC's next CEO. Members emphasized the need for a leader who understood IHMC's unique research culture and multidisciplinary environment; could maintain the confidence of researchers, staff, sponsors, and partners; and could effectively represent the Institute with federal agencies, state government, the communities in which IHMC operates, and other external stakeholders.

In considering those qualities, the Committee also emphasized the importance of maintaining IHMC's research excellence and strong relationships with federal research sponsors, particularly within the national security and defense communities. Members recognized that the CEO position also carries significant responsibility for financial oversight, business operations, organizational leadership, community engagement, and the development of multidisciplinary research teams.

Against that framework, the discussion turned to internal candidates. Members considered their respective experience, leadership capabilities, commitment to IHMC, and ability to assume the position without disrupting the Institute's ongoing work. Dr. Timothy J. Broderick received significant consideration based on his leadership experience, institutional knowledge, multidisciplinary research background, familiarity with IHMC's federal research portfolio, and ability to provide continuity.

The Committee discussed Dr. Broderick's understanding of IHMC's culture and research enterprise, his experience building and leading multidisciplinary teams, and his

familiarity with the federal research environment. Members also considered the value of promoting from within and the potential disruption associated with a prolonged external search or interim leadership arrangement.

At the same time, the Committee recognized that assuming the CEO position would require Dr. Broderick to broaden his responsibilities beyond his existing research and leadership activities. Particular areas discussed included state government relations, community engagement in both Pensacola and Ocala, financial and business operations, and the broader external responsibilities associated with serving as IHMC's chief executive.

Members noted, however, that these responsibilities could be supported during the transition by IHMC's experienced leadership team and by individuals with substantial institutional knowledge. The Committee discussed the importance of ensuring that appropriate operational and leadership support remained available while a new CEO became fully engaged in all aspects of the position.

To further inform its evaluation, the Committee invited IHMC founder and former CEO Dr. Ken Ford to participate in the discussion. Dr. Ford provided his perspective on the CEO position, IHMC's culture, and the qualities necessary to lead the Institute successfully.

Dr. Ford expressed confidence in Dr. Broderick's ability to assume the role, citing his leadership experience, multidisciplinary orientation, familiarity with the federal research environment, and understanding of IHMC's research culture.

Building on that discussion, Dr. Stone subsequently joined the meeting to provide the Committee with the perspective of IHMC's current CEO. The Committee sought his assessment of Dr. Broderick's readiness to assume the position, as well as the areas in which additional support or development would be beneficial.

Dr. Stone discussed the broader responsibilities associated with the CEO role, including IHMC's growing defense and national security research portfolio, business and operational oversight, state government relations, and maintaining a visible and engaged presence in the Pensacola and Ocala communities. He also discussed the experienced personnel such as Cassie and Ronnie and additional resources within IHMC that could support Dr. Broderick as he assumed these additional responsibilities.

The Committee noted that this support would be particularly important as the next CEO balanced accessibility to IHMC's researchers and staff with increased engagement with community, state, federal, and other external stakeholders.

With the benefit of those perspectives, the Committee returned to the central question of how best to proceed with the CEO selection process. Members considered the relative advantages of conducting an external search, appointing an interim CEO while undertaking a broader search, or continuing the evaluation of a qualified internal candidate. In weighing those alternatives, the Committee considered leadership

continuity, institutional knowledge, preservation of IHMC's culture, and the potential disruption associated with a prolonged search or interim leadership arrangement.

Based on the Committee's discussion and the input received from Dr. Ford and Dr. Stone, the Committee agreed to move forward with its consideration of Dr. Timothy J. Broderick as the internal candidate before determining whether an external search was necessary. As the next step, the Committee agreed to meet directly with Dr. Broderick to further assess his interest in the position, his vision for IHMC, and his willingness and ability to assume the broader leadership, operational, financial, governmental, and community responsibilities of the CEO.

The Committee agreed to continue its evaluation following that discussion with Dr. Broderick before making a final recommendation to the full Board of Directors. No final recommendation was made at the July 10 meeting. Rather, the Committee determined to advance the internal candidate process and defer a decision regarding an external search until its evaluation of Dr. Broderick was complete.

There being no further business, the meeting was adjourned.