New College of Florida
The Honors College

Post Tenure Review Audit Report

August 7, 2026

Background:

In accordance with Florida State University System (SUS) Board of Governors issued regulation 10.003, Post-Tenure Faculty Review (Regulation), beginning January 1, 2024, the New College of Florida (University) changed its Post-Tenure Review cycle from every seven years to every five years. In addition, the Office of Internal Audit and Compliance began to conduct audits of the University's level of compliance with the Regulation every three years, with a final report being submitted to the University's Board of Trustees. The Chief Audit Executive (CAE) report must provide the University Board of Trustees with a report that includes the number of tenured faculty in each of the Regulation prescribed performance rating categories and findings of non-compliance with the Regulation. If the auditor finds that a university is out of compliance with the Regulation, the CAE must present the report to the Board of Governors at its next regularly scheduled meeting.

In accordance with the Regulation, the University's post-tenure review process predominantly consists of the faculty members compiling a dossier of their research and publishing activity and letters of recommendation from internal and/or external faculty. The respective college Chair then adds teaching load, student feedback, and creates a letter to the Provost Advisory Committee (PAC) recounting the faculty member's research and/or publishing activities, service to the University, and teaching performance. The PAC then sends a letter to the Provost indicating whether the faculty member has performed to the expectations of their respective division. The Provost and University President, who serves as the Chief Academic Officer, then agree on the Post-Tenure Review Regulation performance rating for each faculty member and report the resulted to the Board of Trustees.

Engagement Objectives:

The objectives of the Audit included:

- Confirming standards of quality and productivity for tenured faculty in each faculty position level are well established and communicated.
- Determine whether tenured faculty members are meeting the standards, responsibilities, and expectations associated with assigned duties in research, teaching, and service, including compliance with state laws, Board of Governors' regulations, and University regulations and policies.
- Confirm post tenure review and promotion documentation supports the performance ratings assigned by the Chair, Provost, and President.
- Refocus on academic and professional efforts and take appropriate employment action when performance does not meet expectations.
- Confirm compliance with the overall requirements of the Board of Governors' regulation 10.003.

Scope:

The scope of the Post Tenure Review Audit included the post-tenured faculty review process applied in the Fiscal year 2024-25 as well as the actions planned and applied in fiscal year 2025-26 to achieve compliance with regulation 10.003.

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Summary of Audit Findings

The current Provost has made a number of noteworthy improvements in compliance with the Post-Tenure Review Regulation. The following are some of the enhancements made since the prior audit:

- The past due Post-Tenure Reviews have all been completed.
- Administrative personnel performance reviews are being performed in a timely manner.
- Post-Tenure Review content includes more detailed information supporting the performance rating.
- Documentation supporting Post-Tenure Reviews is on hand and shared with Human Resources.
- The Provost and Chief Academic Officer are reporting the results of Post-Tenure Reviews to the Board of Trustees in a timely and compliant manner.

While the content of the Post-Tenure Reviews would be more compliant with the addition of the enhancements discussed below, the overall program has improved significantly and demonstrates management's commitment to achieving full compliance with the Regulation.

Audit Finding:

1. Post-Tenure Review Content

While the present post-tenure review program includes detailed information regarding each faculty member's research, teaching, and service accomplishments, the reviews do not mention the following Regulation prescribed information:

A. Quantifiable department criteria to support the consistent awarding of each performance rating.
B. A discussion of the faculty member's compliance with university and Board of Governor regulations, state laws, and Federal regulations.
C. A discussion of absenteeism.

Recommendation:

We recommend the post-tenure review program include quantifiable performance metrics, as well as discussions of faculty compliance with established policies, regulations and laws, and absenteeism, as referenced in the Regulation.

Management Response:

Management Response: New College will continue to work towards full compliance. In accordance with the statute, divisions and disciplines were encouraged to develop standards that include both quantitative metrics and qualitative ones, but this invitation has not been universally taken up. If these standards are not instituted over the course of the next academic year we will move

to develop them in the provost's office. Reviews do not include a discussion of the faculty member's compliance with university and Board of Governor regulations, state laws, and Federal regulations, and a faculty member's absenteeism. As a final step of the review process next year we will institute consultation with Human Resources who holds the relevant information, and we will include their feedback in our final evaluation.

Distribution of FY 2024-25 Review Ratings:

As required by the Regulation, the Audit identified the following distribution of Post-Tenure Review Performance Ratings as prescribed by the Regulation. We noted a reasonably even distribution of the ratings across the review population.

Exceeds expectations – 1
Meets expectations – 2*
Does not meet expectations – 0**
Unsatisfactory - 1**

*Note: In those instances when the faculty member was recommended for promotion, a post-tenure review rating of meets expectations was assumed.

**Note: A does not meet expectations performance rating requires a performance plan be developed to improve performance.

***Note: An unsatisfactory rating requires the termination of the faculty member. The faculty member receiving the unsatisfactory rating received a notice of termination.

The Audit was conducted in accordance with the Standards of the Institute of Internal Auditors.

Respectfully,

Alexander G. Tzoumas, CIA, CRMA, CISA, CFE, CDPSE
Chief Audit Executive and Chief Compliance Officer