Researchers at the University of South Florida have devised a new approach that provides both quantitative and qualitative mappings of any desired set of performance indicators on to a user-definable organizational ecosystem.

The use of rankings and metrics is ubiquitous in strategic planning for institutions of higher education. Along with pursuit of an increasing multitude of rankings, universities inevitably experience a conflict between strategic goals and analytical dictates of a diversity of rating systems with their inherent biases and weights. Usually, performance of the institution is gauged by its rankings, and universities are being pressed more than ever before to monitor and track numerous rankings and metrics. There are expressed concerns about the drawbacks of using quantitative measures to assess productivity, reliance on subjective versus objective criteria, and ultimately the attainment of specific rankings and metrics becoming an end in and of itself rather than institutional improvement. Hence, there is need for a comprehensive and direct approach to map various measures on to an institutionally relevant interrelated ecosystem.

Inventors at USF have developed a new approach to organizational performance assessment by combining a representation of the organizational structure with a computational platform that provides both qualitative and quantitative mappings of any desired set of performance indicators. Although the approach mentioned is demonstrated for a university ecosystem, this approach can be generally used for the performance assessment and mapping of any organizational ecosystem.

**ADVANTAGES:**
- Better understanding of organization
- Efficient mapping of performance metrics
- Applicable to performance evaluation mapping of any organization

**Powerful Tool for Assessment of Certain Regions of the Ecosystems.**

**Implicit POEM for the USF Tampa Ecosystem in the 2018 US News**