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Exploring *Performance Improvement*:

A Journal from ISPI

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Abstract

One of the many publications from the International Society of Performance Improvement (ISPI) is *Performance Improvement (PI)* Journal. This paper explores *PI* by looking into its subscription, audience, staff, and content.

Exploring *Performance Improvement*:

A Journal from ISPI

The International Society of Performance Improvement (ISPI) produces many

publications, one of which is *Performance Improvement (PI)* Journal.

Frequency of Publication

PI is a monthly publication with exception to two combined issues that are published for

the months of May/June and November/December (http://www.ispi.org, Publications, 2005).

Intended Audience

The intended audience of *PI* is comprised of practitioners of performance technology in

the workplace (http://www.ispi.org, Publications, 2005). ISPI's membership consists of

"performance technologists, training directors, human resources managers, instructional

technologists, human factors practitioners, and organizational development consultants [who]

work in a variety of settings including business, academia, government, non-profits and the

armed forces" (http://www.ispi.org/info/whyISPI.htm, 2005).

Editorial Staff

PI is published by a group of ISPI members (Table 1) who are lead by Holly Burkett,

Editor-in-Chief. Ms. Burkett has a strong background in performance improvement and human

resource development. Currently, she is focusing her talents on working with clients to get the

best value (return-on-investment) out of their performance improvement initiatives.

(http://www.ispi.org, Publications, 2005).

Table 1

PI Editorial Group

Title	Name
Publisher	Richard D. Battaglia (also Executive Director)
Editor	Holly Burkett
Senior Director	April Syring Davis
Publications Manager	Rebecca Wilson
Editorial Services	Heather Dittbrenner
Graphic Design	Simmons Design

Notes. (*Performance Improvement*, 44 (9), p. 2)

Subscription Cost

PI is available to anyone via subscription. Annual subscriptions are US$69.00.

International (non-North American) subscribers are asked to provide a US$50.00 postage fee.

ISPI members receive *PI* as a complimentary publication (*Performance Improvement*,

44 (9), p. 2).

Author Guidelines

For those who want to submit a manuscript for publication consideration, ISPI offers

detailed guidelines for submission. A convenient PDF file is available on the *PI* webpage

(http://www.ispi.org/publications/AuthorGuidelines.pdf). Briefly, the guidelines require all

content to comply with ISPI's vision, mission, and Code of Ethics. Additionally, topics should

relate to the Principles of Human Performance Technology (HPT). The PDF file further offers

suggestions for manuscripts, explains the editorial policy, gives tips for acceptance, suggests

appropriate length, lists manuscript format/author information, describes figures and heading

use, discusses the bibliography and related readings, and presents the submission and review

process (http://www.ispi.org/publications/AuthorGuidelines.pdf, 2005).

<div align="center">Manuscript Publication Statistic</div>

According to Rebecca Wilson, Publications Manager of ISPI, approximately 100

manuscripts are submitted for publication each year. Of those 100 submissions, about 66% are

accepted for publication. Wilson further described the typical life-cycle of an accepted

manuscript. She says "The typical life-cycle from manuscript submission, editorial review by the

Editor, and final publication varies between 3-4 months. Variables include the extent of re-

writing and/or content revisions associated with each article." She also cautions that initial

acceptance of a manuscript does not guarantee final acceptance (E-mail correspondence,

September 30, 2005).

<div align="center">Typical Issue Subject Matter</div>

In the *PI* guidelines for submission PDF, there is a section dedicated to offering

suggestions for subject matter. This section states:

> *PI* welcomes a variety of manuscripts, including: practitioner viewpoints, case
> studies, "how tos," procedural frameworks, ready-to-use job aids and assessment
> tools, guidelines for research, updates on HPT trends, reviews of new and relevant
> books, and summaries of the contributions from major practitioners within HPT.
> Providing emphasis on the practical implications of viewpoints, concepts, or
> theories presented is strongly encouraged. Answer questions such as "what
> outcomes and implications for HPT practice, applications, and consequences are
> identified?" and "what changes to practice should be made as a result of the
> research in this manuscript?" While many manuscripts may not have practical
> implications, most will (http://www.ispi.org/publications/AuthorGuidelines.pdf,
> 2005).

As another example of the subject matter of a typical issue, Table 2 lists the contents of

the latest issue.

Table 2

Contents of PI, Volume 44, Issue 9, October 2005

Article Title	Author	Page
Editor's Notes: The Emergence of HPT	Holly Burkett	2
Commentary: Life in the Pinball Machine—Looking Back With Bob Mager	Ray Taylor	5
The "Big Five": The Evolution of the Performance Systems Model	Donald T. Tosti	9
Physician, Heal Thyself: A Case Study Demonstrating Dramatic Outcomes From Using Performance Analysis	Dian K. Castle	14
Assessing the Learning Culture and Performance of Educational Institutions	Naresh Kumar	27
EPSS Needs Assessments: Oops, I Forgot How to Do That!	Frank Nguyen	33
Using the HPI Model to Improve Skills for Administrative Assistants	Carol Bimberg and Tara Nida	40
Book Review: Learning to Solve Problems	David H. Jonassen (reviewed by Erika R. Gilmore)	45
Executive Summaries	—	48

Notes. (*Performance Improvement*, 44 (9), p. 1)

References

http://www.ispi.org (2005). Retrieved September 30, 2005.

Performance Improvement, 44(9).