

Medicine

Experience with Mandatory Continuing Education in a Teaching Hospital

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Abstract *Mandatory continuing education (MCE) has the potential to create unwilling learners who, if given a choice, may not participate in continuing education programs. Participants of two MCE programs conducted at a large teaching hospital responded to a survey assessing their perception of and attitudes toward MCE and their perceptions of program effectiveness. Results of the study indicated that mandating the programs did have adverse effects on participants' perceived outcomes and on the likelihood of their voluntarily attending future programs. Descriptions of the two programs, design and results of the study, and suggestions on how to approach mandatory programming are presented.*

Keywords: MCE, chain of response model, Likert scale, management development group, computer group.

Introduction

Mandatory continuing education (MCE) for professionals is a controversial issue. As early as 1968 adult educators began questioning the virtues of voluntary versus compulsory education (1). Questions relating to its effectiveness, end results, rationale, political existence, and cost-benefit still abound. Darkenwald defined MCE as "forced or coerced participation [in continuing education] typically directed at occupational groups for the ostensible purpose of upgrading or maintaining occupational competency" (2).

Two fundamental questions continuing educators should be asking are whether MCE has adverse effects on intended outcomes of educational programs

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