

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

Tex Mandatory Continue Education

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Table of Contents Tex Mandatory Continue Education

1. Understanding the eBook Tex Mandatory Continue Education
 - The Rise of Digital Reading Tex Mandatory Continue Education
 - Advantages of eBooks Over Traditional Books
2. Identifying Tex Mandatory Continue Education
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Tex Mandatory Continue Education
 - User-Friendly Interface
4. Exploring eBook Recommendations from Tex Mandatory Continue Education
 - Personalized Recommendations
 - Tex Mandatory Continue Education User Reviews and Ratings
 - Tex Mandatory Continue Education and Bestseller Lists

5. Accessing Tex Mandatory Continue Education Free and Paid eBooks
 - Tex Mandatory Continue Education Public Domain eBooks
 - Tex Mandatory Continue Education eBook Subscription Services
 - Tex Mandatory Continue Education Budget-Friendly Options
6. Navigating Tex Mandatory Continue Education eBook Formats
 - ePub, PDF, MOBI, and More
 - Tex Mandatory Continue Education Compatibility with Devices
 - Tex Mandatory Continue Education Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Tex Mandatory Continue Education
 - Highlighting and Note-Taking Tex Mandatory Continue Education
 - Interactive Elements Tex Mandatory Continue Education
8. Staying Engaged with Tex Mandatory Continue Education
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Tex Mandatory Continue Education
9. Balancing eBooks and Physical Books Tex Mandatory Continue Education
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Tex Mandatory Continue Education
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Tex Mandatory Continue Education
 - Setting Reading Goals Tex Mandatory Continue Education
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Tex Mandatory Continue Education
 - Fact-Checking eBook Content of Tex Mandatory Continue Education
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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