**EBM01x**

**Evidence-Based Practice in Management**

Graduate business education has come under fire in recent years for not adequately preparing students for the challenge of managing in a complex, information-rich, and rapidly changing commercial environment. This was clearly demonstrated during the global financial crisis which exposed the inability of graduates from leading business schools to adapt what they had learnt to this new reality.

Evidence-based practice (EBP) in management is a response to this situation.

This Evidence-based Management (EBM) course exposes students to the latest academic thinking and shows them how to be critical and analytical thinkers who challenge established beliefs and assumptions. It teaches students about gathering evidence and creating trustworthy knowledge to inform decision-making and practice in business and organisations. The course covers the following areas of study:

* Framing the problem (Ask);
* Gathering evidence (Acquire);
* Evaluating evidence (Appraise);
* Synthesizing findings (Aggregate);
* Implementation (Apply)
* Evaluating the outcomes (Assess).

This course is endorsed by the Centre of Evidence-based Management which was founded by an international group of management scholars and practitioners to promote evidence-based decision-making and practices in the field of management and leadership.

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| **Mode of Delivery** | This course is delivered through the edX MOOC EMB01x Evidence-Based Practice in Management  <https://www.edx.org/course/evidence-based-practice-management-anux-ebm01x> |
| **Prerequisites** | This course is only available to students enrolled in a degree at a MOOC for Credit Alliance partner.  This course has no other pre-requisites, though it is a graduate level course that assumes an undergraduate degree level understanding in a non-cognate area. |
| **Course Convener** | Dr Alessandra Capezio |
| **Contact** | [inbound.global@anu.edu.au](mailto:inbound.global@anu.edu.au) |
| **Course Level** | Advanced |
| **Course Value** | 6 units (7.5 ECTS, 130 hours workload including self-study time) |
| **ANU Course for which credit is awarded** | MGMT7250 Evidence-Based Management |
| **Maximum Number of Students** | 50 |

**KEY DATES - SEMESTER 1, 2017 (20 February – 17 June)**

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| --- | --- |
| 20 January | Final date to nominate at home institution |
| 20 February | Commence MOOC study |
| 31 March | Last date to drop without penalty |
| 5 May | Last date to drop without failure |
| 14 June, 2pm AEST | Final Examination |

**COURSE OVERVIEW**

**Learning Outcomes**

Students should be able to:

1. Describe EBP and its core competencies, functional skills, and basic principles
2. Identify problems that require decision-making based on knowledge of research fundamentals and evidence-based management principles and competencies (ASK).
3. Establish the search strategy to acquire the best available evidence relevant to the problem (ACQUIRE).
4. Ascertain the methodological appropriateness, quality, and trustworthiness of evidence (APPRAISE)
5. Integrate all types of relevant evidence towards finding solutions to the problem (AGGREGATE).
6. Generate and implement best solutions to the problem with due consideration of their social and ethical implications (APPLY)
7. Evaluate feedback obtained on applied solutions for necessary adjustment (ASSESS)

**Assessment Summary**

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| --- | --- | --- | --- | --- |
| **Assessment Task** | **Value** | **Date** | **Permitted Material or Equipment** | **Notes** |
| 1. 3 Online quizzes | 50 % |  | All materials permitted; open book. | Completed through edX |
| 2**.** Final Analytical MCQ exam | 50 % | 14 June 2017  2pm (AEST) | No material or equipment needed | Hurdle Assessment |

The examination will be **2** hours and proctored at a student’s home institution. The final examination is a hurdle assessment which means students must pass this assessment to pass the course.

If students are unable to sit a final examination due to extenuating and unanticipated circumstances they may be able to sit a deferred examination. Information on the criteria and application process is available from <http://www.anu.edu.au/students/program-administration/assessments-exams/deferred-examinations>

**Research-Led Teaching**

This course will integrate the latest research in business and management from an EBM perspective on issues related to management with practical tools and techniques. In particular, students are required to read selected research papers, to review and analyse the literature on the topics within the course. These will enhance students’ analytical capability and bridge the gap between theory and practice.

**Policies**

ANU has educational policies, procedures and guidelines, which are designed to ensure that staff and students are aware of the University’s academic standards, and implement them. You can find the University’s education policies and an explanatory glossary at: <http://policies.anu.edu.au/>

Students are expected to have read the [Academic Misconduct Rule](http://www.anu.edu.au/about/governance/legislation) before the commencement of their course. You may wish to familiarise yourself with our Student Assessment (Coursework) policy and procedure.

**Additional course costs**

There are no additional course costs.

**ANU GRADING SCALE**

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| **HD** | 80-100 | High Distinction |
| **D** | 70-79 | Distinction |
| **CR** | 60-69 | Credit |
| **P** | 50-59 | Pass |
| **PS** | 50 | Pass at a supplementary examination |
| **N** | 0-49 | Fail |
| **NCN** |  | Not completed/Fail |
| **WD** |  | Withdrawn without failure |
| **WN** |  | Withdrawn with failure |

**SUPPORT FOR STUDENTS**

The University offers a number of support services for students. Information on these is available online from <http://students.anu.edu.au/studentlife/>

**OTHER INFORMATION**

To enrich the portfolio of students ANU and other leading universities started the Credits for MOOCs project. Students are able to benefit from the available MOOCs offered by experts in the field by incorporating these MOOCs in their study programme.