

Bachelor of Applied Science in Leadership and Operational Readiness (ALOR)
Wright State University
Center for Civics, Culture and Workforce Development

Program Overview

The proposed Bachelor of Applied Science in Leadership and Operational Readiness (ALOR) is designed to meet the unique educational and career-readiness needs of military-affiliated students and other public service professionals. This 90-credit hour program focuses on leadership, data analytics, decision-making, and operational performance in high-stakes environments. It integrates PLA (Prior Learning Assessment) pathways for service members and emphasizes flexible, online delivery to accommodate active-duty and working learners.

Rationale and Market Demand

The program targets a currently underserved population in the Dayton region, particularly enlisted personnel at Wright-Patterson AFB (nearly 19,000 enlisted personnel and civilian equivalents), and can scale nationally due to its online format. It also appeals to public service roles such as law enforcement, fire/EMS, and emergency management. Career opportunities include supervisory and operations roles in defense, logistics, civil service, and nonprofit sectors. No other institutions within a 30-mile radius offer this tailored combination of civic, leadership, and military-operational readiness content.

Curriculum Summary

The major includes 10 core courses, with thematic areas in leadership, civics, strategy, communication, and analytics. Key courses include “Leadership in High-Stakes Environments,” “Data Analytics for Decision Making,” and “Upholding the Constitution.” Each course is designed using best practices in instructional design and mapped to rigorous program-level outcomes. All courses are delivered online and PLA-credit friendly.

Benefits of the 90-CH Model

This reduced-credit program aligns with ODHE’s guidelines for workforce-aligned, streamlined degrees. It enables faster degree completion and cost efficiency while maintaining academic rigor. It is especially beneficial for military learners with PLA credit and time constraints. A full 120-credit option is planned in parallel for broader transferability and traditional student pathways.

Anticipated Enrollment and Resources

Initial enrollment is projected at 25–35 students with scalable growth. Existing faculty and resources support the launch, and additional faculty hiring is planned through adjuncts or teaching-focused hires. Start-up costs are minimal due to asynchronous delivery and limited new technology needs and will be supported by the center.

Approvals and Timeline

Curriculum and syllabi have been reviewed by a cross-functional faculty committee out of the center and approved by the Academic Council on the 16th of June, 2025 and aligns with HLC and ODHE expectations. Following internal approvals, the target launch is Fall 2027.

Difference of an Applied degree vs. Traditional baccalaureate degree

A Bachelor of Applied Science (BAS) is a career-focused degree, typically available to students with prior professional experience. A BAS degree typically focuses on practical skills, while a BS typically focuses on theoretical knowledge. Students may prefer the BAS degree if their academic goals align more with workforce needs and career-progression/outcomes as opposed to a more traditional academic path.