

*the next step ...*

# Drake Graduate Education

**DRAKE UNIVERSITY SCHOOL OF EDUCATION**

*Master of Science in Adult Learning and Organizational Performance*

The Master of Science in Adult Learning and Organizational Performance (ALOP) is a highly individualized graduate degree that offers emphases in the areas of human resource management, training and development, leadership, and higher education. The program, which is flexible and highly customizable, is designed to meet the real-life demands of working adults.

## *Overview*

The two-year, part-time degree program is designed for those who wish to enter or advance within the fields of organizational learning and development, human performance improvement, human resource management, and leadership in business, industry, government or higher education (student personnel services). For those who have already earned a graduate degree and desire a focused area of study, Drake offers 15-hour concentrations in training and development or leadership.

The 36-hour, interdisciplinary program may include elective coursework offered in Drake's School of Education, College of Business and Public Administration, School of Journalism and Mass Communication and other Drake graduate degree programs.

## *Program Highlights*

**INDIVIDUALIZED LEARNING** The ALOP program offers students the ability to complete one or two program emphases while also choosing from a wide array of electives that range from coaching and performance improvement to emerging technologies and legal perspectives.

**STRONG PRACTICAL ORIENTATION** Program curriculum is centered on the proper blend of best-practice applications and theoretical understanding, and is taught by full-time faculty and experienced practitioners.

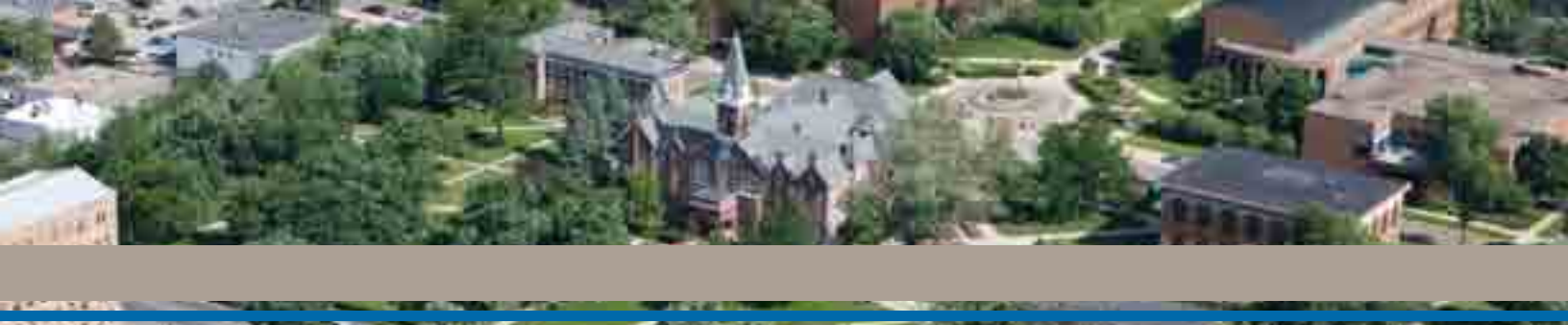
**CONVENIENT SCHEDULING** Classes are offered on weekends (Friday evening and Saturday) with two to three weeks between sessions. Students can begin taking courses in fall, spring or summer.

**TECHNOLOGY ENHANCED** Web-based and Web-assisted classes supplement weekend classes.

**STRUCTURED FOR AFFORDABILITY** This degree program offers monthly payment options or the ability to defer the percent of tuition paid by your company until you receive your grades.

## *Outcomes*

Many students of Drake's ALOP program are either currently working or aspire to work as trainers, educators, program/project administrators, human resource managers, human performance improvement specialists, higher education student personnel administrators, and other organizational leaders.



## Areas of Study

### AREAS OF STUDY WITHIN THE PROGRAM

#### Master's Degree (36 semester hours)

Core curriculum (19 credit hours)

- Coursework in learning and performance — 16 hours
- Research — 3 hours

Program emphases within ALOP degree program (select one or two for 9–18 credit hours)

- Training and development — 9 hours
- Leadership — 9 hours
- Human resource management — 9 hours
- Higher education — 9 hours

Electives — 8 credit hours (not needed if two emphases are chosen)

*Electives can be selected from special topic classes offered as part of the ALOP degree program, ALOP courses offered for other concentrations, internships, independent studies, or courses offered by other graduate programs at Drake University.*

#### Concentrations in Post Graduate Study (15 credit hours each)

- Training and development — 15 hours
- Leadership — 15 hours

*These concentrations are offered to students who have already earned a master's degree and want focused study in training and development or leadership. The concentration will be listed on the student's transcript.*

## Admission Requirements

Students from any undergraduate field of study can become students of the program without additional undergraduate prerequisites. The program requires 36 semester hours of credit.

Students can begin classes as a visiting graduate student with up to seven credits transferable to the degree once formally admitted to the program. To be formally admitted, students must complete all admissions requirements outlined on the ALOP website.

### For more information:

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Visit [www.drake.edu/alop](http://www.drake.edu/alop) for complete program information, course descriptions, course schedules and related details.