

**Dean's Colloquium**  
**Dr. Ayo Akinremi, Associate Professor**  
**Department of Physical Therapy**



**When: Wednesday, May 03, 2023**  
**Where: Turner 129**  
**Time: 3:30 – 3:50 pm, Q&A: 5 min**

**Title: Creating a Culture of Excellence to Drive # 1 Student Experience in America**

**Abstract:** The landscape of higher education enterprise is rapidly and constantly changing, due to the dynamic flux of internal and external factors such as the globalization of education, the impact of market forces on the demand and supply of specialized skills, the emergence of disruptive technologies, and dwindling financial resources. The future of higher education belongs to institutions that think and act ahead. Scanning the higher education landscape and acting proactively places Hampton University and its constituent academic unit at a competitive edge. As part of an initiative to rebrand the HUDPT program, the department revised its strategic plan in late 2020 and realigned it in late 2022 to synchronize with the new strategic direction of the university, under the leadership of President Darrell K. Williams. One of the three strategic focuses was to offer outstanding teaching-learning experience at graduate levels of Physical Therapy training, by creating a conducive environment that facilitates teaching, learning, critical thinking, problem-solving, and value creation for faculties and students, with emphasis on research-based teaching, where the content and delivery method are informed by evidence. Faculty agreed that the number one student experience can only be driven by having the number one faculty experience. Hence, as an initial step to creating a culture of excellence in teaching and learning, to drive the number one student experience in Physical Therapy, we conducted an organizational culture assessment using a standardized instrument. This presentation will summarize the findings of this assessment. The assessment showed the current organizational culture in the department and identified the preferred culture. Recommendations were made on action items to 1) transition to the preferred culture, 2) align leadership strategy with preferred culture, and 3) management approaches to reinforce the preferred culture. In the future, a similar assessment could be conducted among students to evaluate the agreement between preferred culture by faculty and students. Also, this effort can be replicated in other departments in the school of science to create a sustainable framework for driving the number 1 student experience in America.

**Bio:** Dr. Ayo Akinremi received his B.Sc. (Physical Therapy) and Ph.D. (Cardiopulmonary Physical Therapy) from the University of Ibadan, M.Sc (Human Physiology) from the University of Jos, and a Master of Health Sciences (Clinical Investigation) from Johns Hopkins University. He is an Associate Professor in the Department of Physical Therapy at Hampton University and a certified cardiac rehabilitation specialist by the Association of American Cardiovascular and Pulmonary Rehabilitation (AACVPR). He is also a licensed spirometrist by the European Respiratory Society (ERS) and a 2023 Fellow of the American Physical Therapy Association (APTA) Higher Education Leadership Fellowship program. Dr. Akinremi has several publications in peer-reviewed journals. He has presented at international conferences and received numerous awards and honors. He is passionate about creating opportunities and empowering minority students for professional leadership positions.