

## **Kaprea F. Johnson, PhD**

Kaprea F. Johnson, PhD, is Associate Vice Provost for Faculty Development and Recognition and a tenured Full Professor at The Ohio State University. She is a senior academic leader with deep experience advancing faculty excellence through enterprise-level strategy, integrated systems, and evidence-based approaches to faculty affairs. Her work centers on building sustainable, institutionally aligned infrastructure that supports faculty success across the full academic lifecycle; this includes onboarding, professional development, advancement, leadership preparation, and recognition, at scale.

Dr. Johnson's leadership is collaborative and impact-driven, with a demonstrated ability to align institutional vision with operational execution across complex, decentralized university environments. She is recognized for designing and implementing coordinated faculty development and recognition systems that strengthen clarity, equity, and effectiveness while remaining responsive to disciplinary and unit-level contexts.

Her academic career has been situated entirely within Research 1 universities, including doctoral training at The Pennsylvania State University and faculty and senior leadership roles at Old Dominion University, Virginia Commonwealth University, and The Ohio State University. Across both metropolitan and large land-grant institutions, she has developed a sophisticated understanding of shared governance, distributed authority, and the coordination required to advance institutional priorities across diverse academic units. This experience informs her enterprise-level perspective on faculty affairs and her ability to lead across varied institutional contexts.

In her current role, Dr. Johnson provides leadership for faculty development, advancement, and recognition initiatives serving more than 8,000 faculty across 15 colleges, six regional campuses, and an academic medical center. She has led the development and implementation of university-wide frameworks and programs that integrate onboarding, professional development, leadership preparation, and faculty recognition into a coherent faculty lifecycle model. Her work emphasizes operational clarity, interdisciplinary collaboration, and scalable impact, strengthening alignment across units while supporting institutional transformation.

Dr. Johnson is also an accomplished and interdisciplinary scholar whose work spans counseling, healthcare, public health, and higher education. Her research focuses on social determinants of mental health, health equity, interprofessional collaboration, and workforce development, with implications for systems-level change. She is a licensed professional counselor and national certified counselor, bringing practice-grounded insight to her scholarship and to institutional approaches to mentoring, faculty well-being, and professional development. She has authored more than 90 peer-reviewed publications, multiple scholarly books, and has secured over \$8 million in external funding.

Her work has been recognized through national awards for research, mentorship, and service, reflecting the breadth and impact of her contributions. Nationally, Dr. Johnson contributes to the profession through sustained leadership and service, including serving as the current President of the Association for Adult Development and Aging and editor-in-chief of the *Adultspan Journal*.