



COUNTY OF KENOSHA

OFFICE OF THE COUNTY EXECUTIVE

Jim Kreuser, County Executive

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Kenosha, Wisconsin 53140

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APPOINTMENT 2019/20-22

RE: DIRECTOR OF THE DIVISION OF HEALTH

TO THE HONORABLE KENOSHA COUNTY BOARD OF SUPERVISORS:

Placing special trust in her judgment and based upon her qualifications, I hereby submit to the Honorable Kenosha County Board of Supervisors for its review and approval the name of

Jennifer M. Freiheit
1828 E. Rusk Avenue
Milwaukee, Wisconsin 53207

to serve as the Director of the Kenosha County Division of Health.

Ms. Freiheit possesses a strong background in the field of Health and has previously held the positions of Chief Deputy Commissioner/Health Operations Administrator for the City of Milwaukee Health Department; Owner of Bay View Advanced Management; Adjunct Assistant Professor at the Medical College of Wisconsin and Adjunct Instructor at the University of Illinois at Chicago, School of Public Health.

Ms. Freiheit will be filling the position vacated by Cynthia Johnson who retired in August 2019. Her appointment as the Director of the Division of Health will become effective upon confirmation by the Kenosha County Board of Supervisors.

Ms. Freiheit has been employed by Kenosha County since December 2, 2019, and is currently earning \$110,000 annually.

Respectfully submitted this 27th day of November, 2019.

Jim Kreuser,
Kenosha County Executive

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Milwaukee, WI 53207

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Jennifer Freiheit, PhD, MCHES

EDUCATION

- PhD, **Urban Education Doctoral Program** 9/09 – 12/17
Department: **Administrative Leadership**
Specialization: **Adult, Continuing, & Higher Education Leadership**
Minor: **Public Health**
University of Wisconsin-Milwaukee – Milwaukee, WI
Dissertation: *Understanding Public Health Professional Socialization and Professional Identity Formation Experiences*
- MA, **Wellness Management & Gerontology** 8/00 – 7/02
Minor: **Business Administration**
Ball State University – Muncie, IN
- BS, **Health Education**, Cum Laude Honors 8/97 – 5/00
Minors: **Anthropology, Political Science**
Illinois State University – Normal, IL

PROFESSIONAL EXPERIENCE

Public Health Leadership

City of Milwaukee Health Department, Chief Deputy Commissioner 5/19 – 8/19
Health Operations Administrator 10/18 – 5/19

- Oversee the operations of 260+ employees, and a \$12.1 million-dollar budget, across 15+ divisions and programs including Clinical Services, Environmental Health, Community Health, Policy, Human Resources, and Business Operations
- Directly managed 7-14 Division Directors and Program Managers
- Facilitated agency-wide reorganization including brand (logo, mission, vision, strategic plan) redesign
- Implemented security and safety features across 4 locations
- Decreased maintenance costs by realigning program with another department
- Organized preparedness efforts for the 2020 Democratic National Convention (DNC)
- Aided in the development of a Board of Health
- Guided 2020 departmental budget with 40% grants and 60% tax levy toward decreased fiscal goals

Independent Consulting

Bay View Advanced Management, LLC, Owner 8/08 – Present

- Develop online workforce assessments and subsequent workforce development plans
- Develop and implement education and training plans for staff and leaders
- Facilitate focus groups in community health topics concern for Community Health Assessments (CHA) and strategic planning efforts
- Write city-wide and department-specific operational emergency response plans, Incident Command structures, Community Health Improvement Plans (CHIP), and Strategic Three-Year Plans

- Lead accreditation efforts including regional Project Public Health Ready (PPHR) and various objectives for continuous quality improvement for the Public Health Accreditation Board (PHAB)
- Conduct exercises compliant with Homeland Security Exercise and Evaluation Program (HSEEP)
- Develop and train on media communication toolkits

Academic

Adjunct Assistant Professor, Medical College of Wisconsin 9/18 – Present

Community Health Division of the Institute for Health & Equity

- Course Director of a new *Leadership for the Public's Health* course for Masters of Public Health (MPH)
- Taught Course 18209: *Community Health Assessment and Improvement* during Fall 2019 semester

Adjunct Instructor, University of Illinois at Chicago, School of Public Health 10/18 – Present

- Taught online and face to face courses: Community Health 2: Evidence-Informed Community Health Interventions; Public Health Systems, Policy, and Management

Organizational Leadership

Regional Program Coordinator 10/03 – 6/11

Milwaukee/Waukesha County Consortium for Emergency Public Health Preparedness

Milwaukee and Waukesha Counties, WI

- Led Centers for Disease Control and Prevention (CDC) and Wisconsin Division of Public Health (DPH) annual grant objectives for 400+ staff in 14 local public health agencies within two counties
- Formed strategic alliances with external partners including federal, state, local, corporate, academic, and not-for-profit partners to develop integrated training and communication plans
- Identified resources and facilitated trainings (using various technologies and learned education techniques), volunteer/expert recruitment, contract work, and facilitate workforce development to support consortium-member growth
- Facilitated numerous integrated and cross-functional subgroup and subcommittee efforts in a collaborative environment to achieve overall mission and goals and grant objectives including a 14 member Board of Directors

Education and Training Coordinator, Public Health Preparedness 12/02 – 10/03

Wisconsin Department of Health and Family Service, Division of Public Health, Chronic Disease Section
Madison, WI

- Designed course content, developed videos, marketed, and coordinated evaluations for a 10 module public health infrastructure online course including topics of Media Communication and Isolation and Quarantine known as the Public Health Emergency Training (PHET)
- Educated local public health agency staff on statewide public health emergency and disaster education and strategic planning

LEADERSHIP INSTITUTES

Future Milwaukee sponsored by Marquette University 2006 – 2007

Milwaukee's oldest and most active community leadership development program

Mid-America Regional Public Health Leadership Institute 2004 – 2005

Fellowship Program Graduate

Illinois Advanced Executive Public Health Leadership Institute 2004 – 2005

Fellowship Program Graduate, University of Illinois at Chicago, School of Public Health

PUBLICATIONS

- Harrison, K. L., Errett, N. A., Rutkow, L., Thompson, C. B., Anderson, M. K., Ferrell, J. L., Freiheit, J. M., Hudson, R., Koch, M. M., McKee, M., Mejia-Echeverry, A., Spitzer, J. B., Storey, D., & Barnett, D. J. (2014). An intervention for enhancing public health crisis response willingness among local health department workers: A qualitative programmatic analysis. *American Journal of Disaster Medicine, 9*(2), 87-96. doi: <http://dx.doi.org/10.5055/ajdm.2014.0145> retrieved from <http://www.wmpllc.org/ojs-2.4.2/index.php/ajdm/article/view/91>
- Barnett, D. J., Thompson, C. B., Semon, N. L., Errett, N. A., Harrison, K. L., Anderson, M. K., Ferrell, J. L., Freiheit, J. M., Hudson, R., McKee, M., Mejia-Echeverry, A., Spitzer, J., Balicer, R. D., Links, J. M., & Storey, J. D. (2014). EPPM and willingness to respond: The role of risk and efficacy communication in strengthening public health emergency response systems. *Health Communication, 29*(6). doi: 10.1080/10410236.2013.785474 retrieved from <http://www.tandfonline.com/doi/abs/10.1080/10410236.2013.785474#Ui886tLkvE0>
- Barnett, D. J., Thompson, C. B., Errett, N. A., Semon, N. L., Anderson, M. K., Ferrell, J. L., Freiheit, J. M., Hudson, R., Koch, M. M., McKee, M., Mejia-Echeverry, A., Spitzer, J., Balicer, R. D., & Links, J. M. (2012). Determinants of emergency response willingness in the local public health workforce by jurisdictional and scenario patterns: A cross-sectional survey. *BMC Public Health, 12*(164). doi: 10.1186/1471-2458-12-164 retrieved from <http://www.biomedcentral.com/1471-2458/12/164>

CONFERENCE PROCEEDINGS AND REPORTS

- Murphy, D. D., & Freiheit, J. M. (2013, January). The development and validation of the mentoring expectations congruency scale (MECS). In *Academy of Management Proceedings* (Vol. 2013, No. 1, p. 14555). Academy of Management.
- Freiheit, J. M. (2012). *Assessment of a Milwaukee Health Department leadership program: Emotional Intelligence training, 360° assessments, and professional coaching*. Non-Proprietary Technical Research Report submitted to the City of Milwaukee Health Department.

ACADEMIC CONFERENCE PRESENTATIONS

- Murphy, D. D., & Freiheit, J. M. (August 2013). The Development and Validation of the Mentoring Expectations Congruency Scale (MECS). Academy of Management Conference, Orlando, Florida. *(refereed)* **The Arnon Reichers Best Student Paper Award Finalist**
- Freiheit, J. M. (November 2012). Baptism by fire: A qualitative study on public health employee orientation experiences. American Association for Adult and Continuing Education Conference, Las Vegas, Nevada. *(refereed)*

PROFESSIONAL PRESENTATIONS (abbreviated list)

Are You Doing Enough to Support and Socialize Your New Public Health Employees? Research Based Action Steps You Can Put Into Practice Today 7/18
National Association of City and County Health Officials (NACCHO) Annual Conference
New Orleans, LA

Methods for Regional Collaboration: NPHPSP, MAPP, Operational Definition and PPHR American Public Health Association (APHA) Annual Meeting San Diego, CA	<i>10/08</i>
Strategies for Innovative Training Methods National Association of City and County Health Officials (NACCHO) Annual Conference Washington DC & Atlanta, GA	<i>2/07 & 2/08</i>
Pandemic Preparedness Symposium for Business by the Wisconsin Council of Safety Oconomowoc, WI Keynote address to region-wide business and community partners emphasizing the need to communicate with local public health, providing a framework for a communications strategy, and helping identify planning partners while educating about pandemic influenza	<i>10/06</i>
Southeastern Wisconsin Pandemic Influenza Preparedness Community Partner Forum sponsored by Medical College of Wisconsin Milwaukee, WI Coordinated and moderated day-long forum on pandemic influenza preparedness	<i>8/06</i>

WORKGROUP, COMMITTEE, & SERVICE ACTIVITIES

Core Competencies for Public Health Professionals Workgroup (Council on Linkages) Public Health Foundation	<i>5/17 on</i>
National Association of County and City Health Officials (NACCHO) Project Public Health Ready (PPHR) Regional Model Workgroup	<i>2016 – 2017</i>
Wisconsin Public Health Association (WPHA), Member	<i>2014 on</i>
Webinar Panelist, Commission for Workforce & Professional Development (CWPD) Best Practices in Onboarding, Theoretical Basis for Onboarding	<i>8/13</i>
American Association for Adult & Continuing Education (AAACE) Member of Commission for Workforce and Professional Development (CWPD) Committee	<i>2012 – 2014</i>
Volunteer Peer-Reviewer, Commission for Workforce and Professional Development (CWPD) proposals for American Association for Adult & Continuing Education (AAACE) November 2012 conference	<i>6/12</i>
National Public Health Preparedness & Response Core Competency Model, Planning and Improvement Workgroup, Atlanta, GA (ASPPH)	<i>2010 – 2012</i>
National Association of County and City Health Officials (NACCHO) Preparedness Committee	<i>2009 – 2011</i>
State of Wisconsin Public Health Preparedness Advisory Committee	<i>2007 – 2010</i>

AWARDS & CERTIFICATIONS

James C. Fisher Adult Education Fund, UWM School of Education (SOE)	<i>9/17-12/17</i>
Kuehneisen and Eiserlo Scholarship, UWM School of Education (SOE)	<i>9/13 – 05/14</i>
Master Certified Health Education Specialist (MCHES)	<i>3/11 – Present</i>
Community Health Education Memorial Scholarship, WALHDAB	<i>8/11 – 5/13</i>
Russell D. Robinson Adult Education Fellowship, UWM SOE	<i>9/09 & 8/11</i>
Certified Health Education Specialist (CHES)	<i>5/01 – Present</i>
Certified Health Education Specialist (CHES) Award, ISU	<i>4/00</i>
Outstanding Achievement in Leadership and Scholarship Award, ISU	<i>4/98 – 4/00</i>