



**Human Services Committee Meeting  
Tuesday, January 7, 2020 - 6:15 p.m.  
Administration Building  
2nd Floor Committee Room**

**Agenda**

NOTE: UNDER THE KENOSHA COUNTY BOARD RULES OF PROCEDURE ANY REPORT, RESOLUTION, ORDINANCE OR MOTION APPEARING ON THIS AGENDA MAY BE AMENDED, WITHDRAWN, REMOVED FROM THE TABLE, RECONSIDERED OR RESCINDED IN WHOLE OR IN PART AT THIS OR AT FUTURE MEETINGS. NOTICE OF SUCH MOTIONS TO RECONSIDER OR RESCIND AT FUTURE MEETINGS SHALL BE GIVEN IN ACCORDANCE WITH SECTION 2 C OF THE COUNTY BOARD RULES. FURTHERMORE, ANY MATTER DEEMED BY A MAJORITY OF THE BOARD TO BE GERMANE TO AN AGENDA ITEM MAY BE DISCUSSED AND ACTED UPON DURING THE COURSE OF THIS MEETING AND ANY NEW MATTER NOT GERMANE TO AN AGENDA ITEM MAY BE REFERRED TO THE PROPER COMMITTEE. ANY PERSON WHO DESIRES THE PRIVILEGE OF THE FLOOR PRIOR TO AN AGENDA ITEM BEING DISCUSSED SHOULD REQUEST A COUNTY BOARD SUPERVISOR TO CALL SUCH REQUEST TO THE ATTENTION OF THE BOARD CHAIRMAN

1. Call To Order / Roll Call
2. Citizen's Comments
3. Chairman's / Supervisor's Comments
4. Approval Of Minutes
5. Resolution To Approve The Appointment Of Dr. Jen Freiheit As The Director Of The Division Of Health


Documents:

FREIHEIT - DIV OF HEALTH 2019 (1).PDF

6. Presentation – Lindsay Sarauer, HUD-Kenosha Racine Lead-Free Communities Partnership Program
7. Any Other Business As Authorized By Law
8. Adjournment

# KENOSHA COUNTY BOARD OF SUPERVISORS

RESOLUTION NO. \_\_\_\_\_

Subject: <b>RESOLUTION TO APPROVE THE APPOINTMENT OF JENNIFER FREIHEIT TO SERVE AS THE DIRECTOR OF THE KENOSHA COUNTY DIVISION OF HEALTH.</b>			
Original <input checked="" type="checkbox"/>	Corrected <input type="checkbox"/>	2nd Correction <input type="checkbox"/>	Resubmitted <input type="checkbox"/>
Date Submitted: January 7, 2020		Date Resubmitted:	
Submitted By: Human Services Committee			
Fiscal Note Attached <input type="checkbox"/>		Legal Note Attached <input type="checkbox"/>	
Prepared By: John T. Jansen		Signature: 	

**WHEREAS**, pursuant to County Executive Appointment 2019/20-22, the County Executive has appointed **Jennifer Freiheit** to serve as the Director of the Kenosha County Division of Health; and

**WHEREAS**, Ms. Freiheit has 17 years of Public Health experience which qualifies her to lead a Level III Health Division; and

**WHEREAS**, the Human Services Committee has reviewed the request of the County Executive for confirmation of her appointment of the above named to serve as the Director of the Kenosha County Division of Health.

**NOW, THEREFORE, BE IT RESOLVED** that the Kenosha County Board of Supervisors confirms the appointment of **Jennifer Freiheit** to serve as the Director of the Kenosha County Division of Health and will receive \$110,000 annually.

**HUMAN SERVICES COMMITTEE:**

	<u>Aye</u>	<u>Nay</u>	<u>Abstain</u>	<u>Excused</u>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
William Grady, Chairman	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Andy Berg-Vice Chair	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Laura Belsky	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
David Celebre	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Amy Maurer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gabe Nudo	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Zach Rodriguez	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



# COUNTY OF KENOSHA

OFFICE OF THE COUNTY EXECUTIVE  
Jim Kreuser, County Executive

1010 – 56<sup>th</sup> Street, Third Floor  
Kenosha, Wisconsin 53140  
(262) 653-2600  
Fax: (262) 653-2817

## 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

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 27<sup>th</sup> day of November, 2019.

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Jim Kreuser,  
Kenosha County Executive

# 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

<b>Methods for Regional Collaboration: NPHPSP, MAPP, Operational Definition and PPHR American Public Health Association (APHA) Annual Meeting San Diego, CA</b>	<i>10/08</i>
<b>Strategies for Innovative Training Methods National Association of City and County Health Officials (NACCHO) Annual Conference Washington DC &amp; Atlanta, GA</b>	<i>2/07 &amp; 2/08</i>
<b>Pandemic Preparedness Symposium for Business by the Wisconsin Council of Safety Oconomowoc, WI</b> 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>
<b>Southeastern Wisconsin Pandemic Influenza Preparedness Community Partner Forum sponsored by Medical College of Wisconsin Milwaukee, WI</b> Coordinated and moderated day-long forum on pandemic influenza preparedness	<i>8/06</i>

**WORKGROUP, COMMITTEE, & SERVICE ACTIVITIES**

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