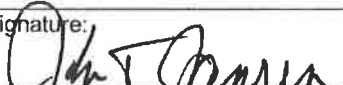


KENOSHA COUNTY

BOARD OF SUPERVISORS

RESOLUTION NO. _____

Subject: RESOLUTION TO APPROVE THE APPOINTMENT OF JENNIFER FREIHEIT TO SERVE AS THE DIRECTOR OF THE KENOSHA COUNTY DIVISION OF HEALTH.			
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:



William Grady, Chairman



Andy Berg-Vice Chair



David Celebre



Gabe Nudo



Aye Nay Abstain Excused

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COUNTY OF KENOSHA

OFFICE OF THE COUNTY EXECUTIVE

Jim Kreuser, County Executive

1010 – 56th 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 27th day of November, 2019.

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#.Ui886tLkvEO>

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	10/08
Strategies for Innovative Training Methods National Association of City and County Health Officials (NACCHO) Annual Conference Washington DC & Atlanta, GA	2/07 & 2/08
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	10/06
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	8/06

WORKGROUP, COMMITTEE, & SERVICE ACTIVITIES

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

AWARDS & CERTIFICATIONS

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

January 6, 2020

Kenosha County Board of Supervisors
County Administrative Building - Third Floor
1010 56th Street
Kenosha, WI 53140

Honorable Supervisors:

I am writing in regard to Jennifer Freiheit, whom I have known professionally since 2002 in governmental public health practice – including during her tenure at the City of Milwaukee Health Department – as well as through her doctoral program as a member of her doctoral committee.

I served for 26 years as Medical Director for the Milwaukee Health Department, retiring this past week. I have also been very active in the Wisconsin Public Health Association over that period, and have worked with many public health professionals across the state, including your former Division of Health Director, Cynthia Johnson, and your former Assistant Health Officer / Clinical Services Director, Gwen Perry-Brye. As such, I'm in a strong position to make this assessment.

I was very pleased to hear that Kenosha County was hiring Dr. Freiheit to be your new Division of Health Director. In my personal experience – and I will only speak to my own personal experience – Jen's skills and expertise are an excellent match for what I understand to be your Division's leadership needs.

My positive opinion about Jen's capabilities is not new. When I wrote a letter of reference for her in early 2018, I cited her deep understanding of administrative public health practice. The following is a quote directly from my 2018 letter of reference for her:

When Jen was the Program Coordinator leading a region under a large Centers of Disease Control and Prevention grant for emergency public health preparedness, she excelled at building trust with a wide range of private and public agencies. She worked effectively to organize an inclusive multi-disciplinary team, was a politically astute problem solver, and an effective leader and advisor. She coordinated the leadership staff of fourteen local health departments under a Unified Command Structure, which is no easy task, and which tapped into her natural teaching and leadership skills.

In short, given what I know about your Department, about public health leadership in general, and about Dr. Freiheit's skills and experience in particular, I can state plainly that, if I were in your position, I would not hesitate to hire her as Director of the Kenosha County Division of Health.

Sincerely,

A handwritten signature in dark ink, appearing to read "G. Swain", followed by a horizontal line and a small mark.

Geoffrey R. Swain, MD, MPH
Grafton, WI



Tom Barrett
Mayor, City of Milwaukee

January 6, 2020

Kenosha County Board of Supervisors
County Administration Building - Third Floor
1010 56th St.
Kenosha, WI 53140

Honorable Supervisors:

This letter serves to reiterate my previously expressed support for the appointment of Jennifer Freiheit as Director of the Kenosha County Division of Health.

During her time with the City of Milwaukee, Jennifer proved thorough, capable, and mission-focused during a time of challenging transition in the Health Department. She was able to prioritize problems and plan solutions, and effectively communicate with colleagues and elected officials.

Her departure from the City was amicable, and we wish the best for her in her work with Kenosha County.

I am more than happy to discuss, please don't hesitate to contact me with questions. I can be reached at 414-286-3528.

Sincerely,

Paul Vornholt
Chief of Staff
Office of the Mayor