

GEORGIA M. CAMERON, MBA, BS, RN

EXECUTIVE MANAGER

Highly motivated professional with 20+ years of diverse management and leadership experience

Results oriented leader with proven success in managing multifaceted operations in government, community economic development and healthcare. Innovative and successful in coordinating collaborative projects including successful engagement of stakeholders. Skilled at leading teams, evaluating operations, strategizing and implementing improvement plans. Articulate and persuasive in dealing with varied levels of management, peers, staff and diverse clientele. Additional expertise/experience in:

- Strategic Planning
- Organizational Development
- Labor and Employee Relations
- Staff Development and Accountability
- Process Improvement
- Budget Development and Monitoring

PROFESSIONAL EXPERIENCE

State of Wisconsin Division of Public Health

2007 - Present

DEPUTY DIRECTOR SOUTHEASTERN REGIONAL OFFICE

Manage regional staff and resources to implement the Department and Division goals and objectives. Assure monitoring and control of funded projects, and the provision of technical assistance to local partners to achieve objectives in compliance with state statutes, administrative rules and policies of the Division and Department. Participates in planning and evaluation at the local and state levels to provide information and influence decisions that advance public health practice and policy.

Cameron Management & Consulting

1997- 2007

PRESIDENT/OWNER

Provided management services in evaluation/problem solving, program development, process improvement, planning and organizational design. Other services included community outreach and engagement, interim management services, and property management and disposition.

Key Accomplishments:

- Completed food program evaluation and recommendations with potential savings of \$20,000/month
- Appointed to the Governor's Healthcare Worker Shortage Committee-2002
- Red Cross Katrina Evacuee Clinic, Volunteer Nurse
- Coordinated the disposition of properties valued at \$4.6 million on schedule
- Coordinated relocation of detoxification center with full neighborhood and business support

Opportunities Industrialization Center of Greater Milwaukee, Milwaukee WI

2000-2005

CHIEF OPERATING OFFICER- INTERIM (2004-2005)

VICE PRESIDENT - BUSINESS DEVELOPMENT & MANAGEMENT (2001-2004)

DIRECTOR - CORPORATE DEVELOPMENT & PLANNING (2000-2001)

OIC-GM was a community economic development corporation with an array of social services and small businesses. Initially provided leadership for planning and project development including new program and business start-ups. Provided oversight for proposal development using staff and consultants. Assisted with packaging fund development initiatives. Provided management oversight for business units including reorganizing to improve performance and continue or move to profitability. Performed due diligence and development of new ventures. Also closed operations that were no longer effective or profitable. As the Interim COO, provided oversight for core programs and 5 affiliate organizations with 400 employees and an annual budget of \$60 million. Worked intensely with city, county, state and federal agencies to stabilize funding. Provided interim and crisis management over a four-month period to transition to new leadership.

Key Accomplishments:

- Moved the Pallet Recycling & Manufacturing Company to profitable status in 6 months
- Completed \$1.4 million renovation project on-time (3 months) in order to produce 3000 meals per day by the targeted start-up date
- Redesigned program procedures and oversaw implementation to avert disqualification and maintain program revenue of \$150,000/month
- Planned and implemented Childcare facility and program changes to enhance curriculum, reduce staff turnover and improve customer retention

City of Milwaukee Health Department, Milwaukee WI

1992-1997

PUBLIC HEALTH SERVICES DIRECTOR

Developed and managed bureau budget of \$10 million including grants totaling more than \$3 million. Led policy development and set direction for 250 health, health education and support personnel working from 5 health centers providing more than 280,000 annual service encounters in 25 public health program areas. Planned and managed under tight budgetary constraints. Developed and promoted a management style emphasizing professional responsibility and accountability at all levels within the organization. Interacted extensively at the city and state government levels, with community-based agencies and health and human service agencies. Represented the bureau before various governmental agencies and committees.

Key Accomplishments:

- Completed \$1.6 million project to computerize of the bureau through a wide-area network
- Completed two core modules for the customized relational database, the Client Tracking System
- Produced the first comprehensive annual report using detailed data collected from staff daily work activity logs
- Spearheaded the proposal through design and delivery of a \$250,000 mobile health clinic van
- Spearheaded the remodeling of work/clinic areas in three locations completed on-time and within budget
- Initiated internal cultural competency assessment with academicians from Georgetown University

C. Ross Home Health Care, Milwaukee WI

1988-1992

PROFESSIONAL SERVICES MANAGER (1990-1992)

CASE MANAGER (1988-1990)

As a Nursing Case Manager, provided direct, home-based skilled nursing and case management services. Supervised and trained home health aides. Worked with other health care professionals to develop care plans. As Professional Services Manager directed clinical services and developed policies and procedures. Hired, trained and directly supervised 26 staff including registered and licensed practical nurses, physical therapists, occupational therapists, medical social workers and registered dietician. Established department goals. Managed customer complaints, quality compliance and licensing surveys. Served as liaison to the local home care industry organization. Participated in setting rates, salaries and benefits.

Key Accomplishments:

- Led implementation of computerized client record system
- Established Quality Assurance positions as peer clinical reviewers responsible for assuring consistency, continuity and quality care
- Positioned the agency for a deficiency free survey obtained within 15 months and removal of conditions from previous survey
- Established format for external Utilization Review evaluations

City of Milwaukee Health Department, Milwaukee WI

1980-1990

DAY CARE HEALTH SERVICES COORDINATOR (1987-1990)

FAMILY HEALTH CLINIC CHARGE NURSE (1982-1987)

PUBLIC HEALTH NURSE (1980-1982)

As a Public Health Nurse, provided direct nursing services in clinics, schools and homes. Also provided individual and group health education sessions on various health topics. Family Health Clinic Charge Nurse duties included coordinating and supervising the work of 12-15 staff that rotated through the clinic. In addition to providing clinical services, caseloads were assigned, peer consultation provided, resource and training materials located or developed, and record reviews completed to assure quality. As Day Care Health Services Coordinator was responsible for developing, implementing and evaluating a new program for day care centers with a cross-disciplinary team. Services included health/screening assessments for children, consultation with parents, and training and education programs using various media for groups of up to 100. Marketed and customized the program for participating centers.

Key Accomplishments:

- Developed strategies to work with illiterate/low-literacy parents for effective use of health care services
- Designed a Communicable Disease program for day care centers to help control a city-wide measles outbreak
- Coordinated the set-up and operation of a public nurse managed neighborhood-based Family Health Clinic located in a private physician managed health clinic

EDUCATION

UNIVERSITY OF WISCONSIN MILWAUKEE, MILWAUKEE WI
Masters in Business Administration, 1990

UNIVERSITY OF WISCONSIN MILWAUKEE, MILWAUKEE WI
Bachelor of Science Nursing, 1980
 High Honors

AFFILIATIONS

Black Health Coalition of Wisconsin Board of Directors, Past Vice President
 University of Wisconsin Milwaukee Alumni Association, Board of Directors Treasurer
 National Black Nurses Association-Milwaukee Chapter, Past President
 National Association for the Advancement of Colored People
 Wisconsin Conference of Local Public Health Officials, Past President
 Board of Zoning Appeals-City of Milwaukee, Commissioner
 Planning Council for Health and Human Services, Board of Directors
 Food Licensing Review Board-City of Milwaukee
 American Red Cross, Volunteer

REFERENCES AVAILABLE UPON REQUEST