

KIRSTEN LIV JOHNSON

Milwaukee, WI 53211

Public health leader with over 20 years of experience in complex local, state, national and international organizations. Proven record of accomplishing difficult organizational change, including budget, team development, removal of systemic and structural barriers and political leadership. Passionate about health, policy and equity and their intersection in order to make the world better and more just for everyone.

PROFESSIONAL EXPERIENCE

Director/Health Officer

Washington Ozaukee Public Health Department

June 2015 – Present

- Currently leading multi-county coronavirus pandemic response.
- Merged two large county health departments.
- Developed joint Board of Health.
- Reorganized department, and developed joint strategic plan.
- Mobilized partners to create multi-sector community health coalitions.
- Led joint effort to merge multi-county IS system, financial system and electronic health records.
- Authentically engaged and cultivated relationships among multi-county leadership and partners.
- Advocated and changed state statute to allow for multi-county public health department.
- Led effort to implement and manage programs with health equity lens.
- Applied for and received Robert Wood Johnson Foundation grant to measure merger impact.
- Assured quality, effectiveness and efficiency of services.
- Managed financial and human resources effectively and efficiently.
- Practiced transparent, ethical leadership, decision-making and governance.
- Held myself accountable for successes and challenges.
- Represented health department nationally through media engagement and public speaking.

Health Policy Fellow/Health Policy Advisor

U.S. House of Representatives, Office of Representative Ron Kind (WI-3)

January 2019 – August 2019

- Analyzed, developed and wrote health policy for senior member of the House Ways & Means Committee.
- Managed health portfolio, including all issues related to health care and public health.

Health Policy Fellow

Robert Wood Johnson Foundation Health Policy Fellowship Program

American Political Science Association Congressional Fellowship Program

September 2018 – August 2019

Director/Health Officer

Ozaukee County Public Health Department

July 2010 – June 2015

- Directed and managed mid-size governmental public health department.
- Maintained a 1.3 million dollar budget, with federal and state grants.
- Advocated for public health programs and funding at local, state and federal levels.
- Maintained core public health functions within agency (Assessment, Policy Development and Assurance).
- Ensured provision of foundational public health capabilities and essential services.
- Created and led community-wide Heroin Task Force.

- Collaborated with community leaders to form a health coalition with over 100 partners.
- Provided leadership on numerous local and state committees and boards.
- Developed agency vision, mission, strategic plan and quality improvement plan.
- Cultivated relationships with county board and external partners.
- Delivered numerous presentations to community and local universities as a topic expert.
- Cultivated bipartisan relationships in divisive culture.
- Established local WIC (Women, Infant and Children) program.
- Developed social marketing strategy for public health department.
- Mentored graduate public health and nursing students.

Adjunct Faculty

Mt. Mary College, Milwaukee, WI

January 2009 – June 2011

- Taught undergraduate environmental science.
- Developed environmental science curriculum with public health emphasis.

Program Manager

Healthy Wisconsin Leadership Institute

Medical College of Wisconsin, Milwaukee, WI

March 2005 – July 2010

- Developed and taught Institute programs and curriculum including: program planning and evaluation; introduction to public health; public health policy; public health theory; evidence-based research and interventions; social ecological approaches to public health; and collaborative leadership.
- Trained Collaborative Leadership trainers.
- Provided technical assistance to numerous community based coalitions within the state of Wisconsin.
- Developed comprehensive evaluation plan.
- Organized and coordinated Advisory Committee efforts.
- Worked collaboratively with the University of Wisconsin School of Medicine and Public Health and other community organizations.
- Planned and implemented website development.
- Developed and managed program budgets.
- Successfully applied for and received funding from multiple sources including the CDC.

Community Education and Outreach Coordinator

Aurora Health Care, Oconomowoc, WI

January 2004 – March 2005

- Developed strategic plan for community health education program.
- Developed and maintained effective relationships within the health care system and with other community organizations to support community education and outreach.
- Coordinated the overall assessment, evaluation and modifications of health education program.
- Worked collaboratively with Business and Market Development to assess community health.
- Planned and implemented community education and outreach activities.
- Managed clinic dieticians and diabetic educators.
- Collaborated with large number of health care, non-profit and government organizations in implementation of Heart Healthy Waukesha County (HHWC) initiative.
- Designed logic models and assisted in grant writing for the continuation of HHWC.

Senior Program Coordinator

Tulane Xavier National Center of Excellence in Women's Health (TUXCOE), New Orleans, LA

January 2003 – December 2003

- Designed, implemented and evaluated health education program for non-profit summer camp targeting underserved, minority girls, ages 8-12.
- Trained adolescent girls, serving as peer educators, to teach health education curriculum.
- Created annual evaluation plan for TUXCOE.
- Supervised the collection and analysis of annual evaluation data; wrote and submitted subsequent report to the Office on Women's Health.
- Served as TUXCOE community liaison.
- Managed and mentored four Tulane Public Health graduate student interns.
- Created evaluation, trained trainers and implemented cardiovascular disease program for joint Center of Excellence/Community Center of Excellence collaboration.
- Conducted focus groups on cardiovascular disease, peer education and cultural literacy.
- Submitted and received grants and IRB approval for numerous programs.
- Assisted in the development of strategic plans for Health Education Center and the Louisiana Adolescent Health Initiative.

Health Education Consultant

Louisiana Office of Public Health, Family Planning Program, New Orleans, LA
September 2002 – December 2002

- Designed reproductive health education modules for adolescents.
- Collaborated with clinical staff and administration to evaluate existing education tools.
- Trained educators on new health modules.
- Implemented a hotline for adolescents with reproductive health questions.
- Conducted focus groups on new education materials.

Graduate Research Assistant

Tulane University School of Public Health, New Orleans, LA
November 2001 – June 2002

- Assisted in the development and evaluation of a violence prevention course for Frederick Douglass High School.
- Facilitated student discussions about violence and violence prevention.

Health Education Volunteer

Peace Corps, Mali, West Africa
1998 – 2001

- Designed and implemented a successful, self-sustaining village sanitation program.
- Launched an infant malnutrition prevention program.
- Built coalitions with and assessed the needs of local non-profit organizations.
- Developed and led a women's literacy class and reading groups.
- Completed a community health committee training and template.
- Conducted trainings on malaria, sexually transmitted diseases, family planning, HIV/AIDS and nutrition.
- Designed and facilitated the painting of community murals on nutrition, oral re-hydration solution, HIV/AIDS and family planning.
- Assisted local implementation of the Gates Foundation polio eradication effort.
- Hosted weekly radio show on community public health concerns. (Provided comedic relief to population.)
- Organized and led an intense week-long technical training for Peace Corps trainees.

PROFESSIONAL AWARDS

Intergovernmental Cooperation Award
Public Policy Forum
June 2017

Lloyd D. Gladfelter Award for Government Innovation

Robert M. La Follette School of Public Affairs, University of Wisconsin-Madison
December 2016

Budget Innovation Award

Washington County
December 2015

PROFESSIONAL AFFILIATIONS

Aurora Health Care, Social Responsibility Board

Member June 2017 – August 2018

Concordia University, Nursing Advisory Committee

Member 2012 – Present

Co-Chair 2012 – 2014

Columbia St. Mary's Hospital, Community Benefits Advisory Board

Member 2010 – 2020

Huiras Family Community Health Center, Advisory Board

Member 2010 – Present

Medical College of Wisconsin, MPH Program Advisory Committee

Member 2008 – Present

National Association of City and County Health Officials

Member 2010 – Present

Wisconsin Association of Local Health Departments and Boards

SE Region President 2020

Member of Public Affairs Committee 2020

Chair of Annual Conference Planning Committee 2020

Member 2010 – Present

Mid-America Regional Public Health Leadership Institute

Fellow 2010 – 2011

Survive & Thrive WI – CDC Training Program for New Health Officers

Fellow 2010 – 2011

Wisconsin Public Health Workforce Development Leadership Consortium

Chair of Competency Workgroup 2007 – 2011

Wisconsin Public Health Association

Chair of Awards Committee 2016-2018

Chair of Nominating Committee 2012 – 2013

Chair of Annual Conference Planning Committee 2009 – 2014

Co-chair of Workforce Development Committee 2008 – 2012

Member 2005 – Present

Society of Public Health Educators

Member 2004 – Present

American Public Health Association

Member 2003 - Present

CERTIFICATIONS AND SKILLS

National Council for Behavioral Health

Behavioral Health Training and Technical Assistance for State, Tribal and Local Health Officials

Participant November 2017 – June 2018

Certified Public Health Professional (CPH), 2010

Certified Health Education Specialist (CHES), 2003

Community Development and Bambara Language Training, 1998

Peace Corps, Mali

Professional Ski Instructors of America Certification, 1994

American Red Cross Certification, 1993

Water Safety Instruction, Life Guarding, Safety for Swim Coaches, CPR and First Aid

Languages: Conversational in French and German. Fluent in Bambara.

NATIONAL PRESENTATIONS

November 2018 American Public Health Association (APHA) Conference – Oral

Merger: The Story of Two Counties

October 2008 APHA Conference – Oral (2)

Stepping Up to the Challenge: Wisconsin's Public Health Workforce Call to Action & Building Transformational Partnerships for Community Health Improvement in WI

April 2008 National Public Health Leadership Development Network Annual Conference - Oral

Community Teams Program: Building Leadership Capacity for Community Health

November 2007 APHA Conference – Oral

Implementing Distance Education in Wisconsin: The Tale of Three Programs

November 2006 APHA Conference – Oral and Poster

Integrating Public Health Leadership Development and Community Health Improvement

November 2004 APHA Conference - Poster

To the Heart of Women: Evaluation of a cardiovascular disease awareness program within academia, communities and the women that live in them

November 2003 APHA Conference – Oral

Girls First, Then Women – An intergenerational leadership program

November 2003 Society for Public Health Education Conference – Poster

TUXCOE: Promoting leadership and cultural diversity through mentoring and training of young women health professionals

PUBLICATIONS

Ceraso, M; Gruebling, K; Layde, P; Remington, P; Hill, B; Morzinski, J; Ore, P. (2011). **Evaluating Community-Based Public Health Leadership Training.** *Journal of Public Health Management & Practice*, 17(4), 334-349.

EDUCATION

Strategies for Building and Leading Diverse Organizations, September 2019

Harvard Kennedy School, Executive Education

Master of Public Health, December 2002

Tulane University School of Public Health and Tropical Medicine

Bachelor of Arts, May 1997

Major: Anthropology

University of Wisconsin - Madison

September 13, 2020

Mayor Barrett
City of Milwaukee
200 East Wells Street
Milwaukee, WI 53202

Dear Mayor Barrett,

Please accept this letter and resume as my application for the Commissioner of Health. After spending the last ten years of my career as a county health official, and 2018-2019 as a Robert Wood Johnson Foundation Health Policy Fellow, I am eager for the opportunity to use my expertise in public health to serve the City of Milwaukee. I am passionate about public health, maternal and child health, violence prevention and health equity. As the Commissioner of Health, I would harness my passion and leadership skills to address the institutionalized and structural inequities that have led to Milwaukee to have the greatest health disparities in Wisconsin. I have listed what I have to offer below:

- **Public Health Emergency Response:** I am currently leading the response in both Washington and Ozaukee Counties. My decisive actions to prevent the spread of coronavirus in long-term care facilities was recognized nationally. We have led the state in contact tracing, transparent public information and guidance for businesses, schools and organizations.
- **Standards and Strategic Leadership:** I understand the broader organizational infrastructure and roles that support the public health system in a jurisdiction. Over the last ten years I have led and merged two county health departments. I developed an independent Board of Health as well as worked closely with both the Washington and Ozaukee County Boards. I directed community health needs assessments, improvement plans and implementation. I led the merged department effort towards Public Health 3.0, serving in the role of Chief Health Strategist. Post-coronavirus public health will look very different and I propose Public Health 4.0, to assure health departments are agile, able to pivot and better able to respond to pandemics, address structural and institutionalized racism, and the social and political determinants of health.
- **Compliance and Accountability:** As a Health Officer I have ensured applicable laws are equitably applied to protect the public's health.
- **Public Health Education and Advocacy:** I believe in research and life-long learning. The opportunity to build and foster relationships with academic institutions is exciting. As a Robert Wood Johnson Foundation Health Policy Fellow, I fostered a deeper appreciation for the role of research and the impact it has on policy decisions. If I were selected as the Commissioner of Health I would actively work to maintain and foster the Milwaukee Health Department as an academic health department.
- **Management of Leadership Team:** In my role as the Health Officer of first Ozaukee County and then the merged Washington Ozaukee Public Health Department (WOPHD), I hired and manage a diverse group of leaders and staff. Innovation, research, evidence and creativity drive our work. I recognize the strength of being surrounded by other leaders and nurture others' talent and ideas. I am an ethical, transparent and motivating leader who has transitioned an organization through difficult change while fostering teamwork. I also hold myself accountable for organizational challenges and successes.
- **Community Engagement and Collaboration:** Public health is positioned to convene and facilitate multi-sector partnerships in communities. I represent the Washington Ozaukee Public Health Department on many community groups and boards. I led the effort to develop a community health coalition and heroin

taskforce, bringing hundreds of diverse partners to the table to identify and implement solutions. I have always maintained the utmost integrity, trust and respect with partners and colleagues.

My work as a county health official and as a Robert Wood Johnson Foundation Health Policy Fellow has positioned me to be a great candidate for the Commissioner of Health. I welcome the chance to meet with you and your leadership team to pursue this possibility further. I am excited about the opportunity to serve the City of Milwaukee and am ready for the challenge.

Sincerely,

A handwritten signature in black ink, appearing to read "Kirsten Johnson". The signature is fluid and cursive, with a long horizontal stroke at the end.

Kirsten Johnson, MPH, CPH, CHES