

# **Jonathan (Jon) M. Kucskar, JD**

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## **EXECUTIVE PROFILE**

Enterprise risk management (ERM) practitioner with direct ERM leadership experience at two major universities – including as Deputy Chief Risk Officer at Johns Hopkins University – and significant indirect experience in managing complex risks as Deputy Legal Counsel for a Maryland Governor and Senior Attorney at a federal agency. Enhanced JHU's enterprise risk management program, under the tutelage of JHU Vice Provost and Chief Risk Officer Dr. Jonathan Links, by developing objective rating rubrics, standardized reporting forms, and formalized processes for identifying, prioritizing, and mitigating key institutional risks. Co-published article stressing benefits of linking ERM process to strategic planning. Featured as speaker on ERM topics at the last two national conferences of higher education's leading ERM industry organization.

Over a decade (11 straight academic years) of graduate teaching experience at University of Maryland School of Law. Earned J.D. from Maryland Law and B.S. from the Carroll School of Management at Boston College, in addition to certificates from the Harvard Kennedy School (Public Leadership) and the University of Maryland, Baltimore (Intercultural Leadership; Dispute Resolution).

## **GRADUATE SCHOOL TEACHING EXPERIENCE**

**University of Maryland Francis King Carey School of Law, Baltimore, MD**

*Adjunct Professor:* 2014 – present (taught once per academic year since fall 2014)

- Teach 3-credit "Writing in Law Practice: Advising Government Agencies" to upper-class law students
- Emphasize government-specific tasks, such as drafting an options memo for an agency head, summarizing nuanced areas of law for other lawyers, and advising all agency employees on political activity restrictions
- Incorporate variety of teaching techniques to ensure student engagement; largely teach in-person but transitioned smoothly to virtual classroom as required during COVID-19 pandemic.
- 93% of students ranked "overall competence of this professor" as at least "Good" (27% "Superior")<sup>\*as of 2021</sup>

## **RECENT PROFESSIONAL EXPERIENCE**

**Johns Hopkins University, Baltimore, MD**

*Deputy Chief Risk Officer:* 2023 – present

- **Institutional Risk Management (IRM) program** [\*IRM is synonymous for Enterprise Risk Management]
  - Lead day-to-day efforts of the university's IRM program
  - Chair university-wide IRM Committee – composed of several V.P.- and A.V.P.-level leaders
  - Developed and implemented enhanced annual risk assessment process in CY2024, including:
    - Created summary risk assessment template for each risk owner to evaluate each risk area
    - Created objective rating rubrics to assess risk components (e.g., likelihood; impact areas)
    - Revamped JHU's IRM website that shares updated foundational tenets of IRM program (<https://provost.jhu.edu/offices/institutional-risk-management/>)
  - Guided two of the university's schools in developing school-specific IRM plans
  - Leading Risk Management Advisory Committee for implementation of enterprise-wide ERP system
- **Crisis Management program**
  - Member of university's Incident Command Structure (ICS) team
  - Developed improvements to university's ICS / Crisis Management framework and approach
  - Co-lead university's "TIP Team" that serves as an initial and follow-up incident review mechanism
  - Developing (in progress) improvements to university's business continuity program
  - Drafted formal After-Action Report reviewing university's response to an extensive crisis situation
- **Other Matters**
  - Member of several standing university teams: Policy; Insurance; Claims & Disputes; Health, Safety & Environment; IT Risk Advisory; and Graduate Student Organizing
  - Provide issue-specific advice on a variety of risk-related concerns

## **University of Maryland, Baltimore (UMB), Baltimore, MD**

*Special Assistant to the President and Assistant Vice President for Enterprise Risk Management: 2021 – 2023*

*Advisor to the President: 2018 – 2021*

- **Office of the President**
  - Served under two presidents, Dr. Bruce Jarrell (2020-23), and Dr. Jay Perman (2018-19)
  - Executive Staff member; provided high-level project leadership and support; liaised with external stakeholders; managed President's Office budget and spending activities
- **Enterprise Risk Management**
  - Led UMB's revamped Enterprise Risk Management (ERM) program with mission to strengthen risk-aware culture and promote risk-responsible innovation
  - Roles included: chair, ERM Implementation Committee; member, ERM Executive Committee; UMB representative, University System of Maryland (USM) ERM workgroup
  - Accomplishments included:
    - Led and completed UMB's first post-COVID comprehensive enterprise risk assessment
    - Developed new ERM program framework
    - Built innovative process to connect risk identification to strategic planning
    - Earned clean performance audit review for the ERM program from USM auditors
    - Published UMB's first ERM annual report  
(<https://www.umb.edu/media/umb/erm/ERM-Program-Annual-Report---FINAL.pdf>)
  - Oversaw Office of Risk Management: insurance, worker's comp., and property and auto claims
- **Crisis Management & COVID-19 Response and Recovery**
  - Coordinated President's Crisis Management Advisory Group; served as UMB's Crisis Management representative at USM; member of crisis team that managed response to a major IT-related issue
  - Led UMB's COVID-19 Recovery Task Force (RTF) process: coordinated RTF's 12 focus area groups; included RTF representation from DEI-focused groups and shared governance
  - Coordinated initial response to COVID-19: tracked action items of President's crisis group; drafted COVID-19 policies & communications during early stages of pandemic
- **CURE Scholars Program**: supervised (from 2019-22) Executive Director (E.D.) for president's signature initiative – pipeline program for 100+ West Baltimore 6<sup>th</sup>-12<sup>th</sup> graders for health care/STEM careers
  - Management highlights: program budget: ~\$1.1 million; 10 full-time and numerous part-time staff
- **Other notable matters included**: fiscal sponsorship; core values implementation; presidential travel to Africa; financial disclosure process; Middle States accreditation committee; and Baltimore Homecoming

## **EDUCATION**

### **University of Maryland Francis King Carey School of Law, Baltimore, MD**

Juris Doctor, *magna cum laude* (class rank: top 5%): May 2008

- President, Student Bar Association (student government); Member, Moot Court Board; Teaching Fellow
- Leadership Scholar – awarded merit-based scholarship for all three years

### **Boston College, Chestnut Hill, MA**

Bachelor of Science, *cum laude*: May 2003

- Majors: Management (focus: Economics) and History
- Honors thesis – *Succeeding a Legend: The Influence of FDR on Harry Truman's First-Term Foreign Policy*
- University of Freiburg (Albert-Ludwigs-Universität)/IES Study Abroad, Freiburg, Germany: Spring 2002

## **LEADERSHIP TRAINING**

### **Harvard Kennedy School, Executive Education, Cambridge, MA**

*Certificate in Public Leadership*: completed June 2024

- Leading Successful Programs: Using Evidence to Assess Effectiveness, June 2024
- Leadership Decision Making, June 2022
- Crisis Leadership in Higher Education, March 2020

**University of Maryland, Baltimore: Graduate School**, Baltimore, MD  
*Intercultural Leadership Certificate Program* (13 graduate-level credits): May 2021 graduate

**University of Maryland, Baltimore: President's University Leadership Program (PULP)**, Baltimore, MD  
*Program Graduate*: May 2023 graduate (year-long program)

**Center for Dispute Resolution at Maryland Carey Law (C-DRUM)**, Baltimore, MD  
*Public Policy Conflict Resolution Fellow*: 2019 class

**Leadership Maryland**, Annapolis, MD  
*Member/Participant*: 2017 class

### **PRIOR PROFESSIONAL & LEGAL EXPERIENCE**

**Maryland Public Service Commission**, Baltimore, MD  
*Senior Commission Advisor*: 2015 – 2018

- Member of Executive Team; served as direct senior-level advisor to all five Commissioners

**Office of Maryland Governor Martin O'Malley, Office of Legal Counsel**, Annapolis, MD  
*Deputy Legal Counsel*: 2012 – 2015

- Provided timely and concise legal advice – as one of three in-house attorneys – to Governor and his staff
- Advised Governor's office staff on ethics issues; led internal investigations; reviewed judicial applications

**United States Government Accountability Office (GAO), Office of the General Counsel**, Washington, DC  
*Senior Attorney*: 2012; *Senior Staff Attorney*: 2010 – 2012; *Staff Attorney*: 2009 – 2010; *Summer Associate*: 2007

**United States District Court for the District of Maryland**, Greenbelt, MD  
*Judicial Law Clerk to the Honorable Jillyn K. Schulze, United States Magistrate Judge*: 2008 – 2009

### **PUBLICATIONS; PRESENTATIONS; AND SPEAKING ENGAGEMENTS**

#### **EDUCAUSE**

- Article: Linking Enterprise Risk Management and Strategic Planning at the University of Maryland, Baltimore (November 2024)
  - Published by: Roger Ward, Jenny Owens, Peter Murray, Victoria Meadows, Jon Kucskar, and Leandra Cate
  - <https://er.educause.edu/articles/2024/11/linking-enterprise-risk-management-and-strategic-planning-at-the-university-of-maryland-baltimore>

#### **University Risk Management and Insurance Association (URMIA)**

- 2024 National Conference: Managing Up: Recruiting Executive Leadership to Support ERM – and Keeping Them Engaged (~50 attendees)
- 2023 National Conference: "Into the Unknown: Connecting ERM to Specific Strategic Goals is Tough! (~80 attendees)"

#### **Deloitte: Symposium on Risk Management in Higher Education**

- April 2024 Symposium: "Risk from the CRO Perspective" (1 of 3 panelists: ~40 attendees)

#### **National Association of Presidential Assistants in Higher Education (NAPAHE)**

- 2023 National Conference: "Presidential Assistants on the Hot Seat" (plenary session: ~500 attendees)
- 2023 National Conference: "Tips for Managing a Search Committee Process" (~35 attendees)
- 2022 National Conference: "Crisis Communication for Presidential Assistants" (~50 attendees)
- 2021 National Conference: "Spearheading Special Projects" (100+ virtual attendees)

#### **Energy-Related Presentations**

- EBA Young Lawyers Council & Bar Association of D.C., April 2017: Distributed Generation Resources in the D.C./Maryland/Virginia Region (other panelists: D.C. Commissioner and utility executive)
- Montgomery County Energy Summit, April 2017 (plenary session ~200 attendees)
- Maryland State Bar Assoc.'s Energy & Environment Chapter, Nov. 2016: Commission's duties and "2017 hot topics" (other panelists: MEA Director and State Delegate)

- Mid-Atlantic Distributed Resources Initiative (MADRI), Dec. 2016: discuss PC44 with Commissioners, Staff and industry personnel from several states
- Testified before Maryland General Assembly (2016 Session, HB 1276, House Econ. Matters)

### **Law Journals**

- *Journal of Health Care Law and Policy*, Associate Editor
  - Publication: *Laboratories of Democracy: Why State Health Care Experimentation Offers the Best Chance to Enact Effective Federal Health Care Reform*, 11 J. Health Care L. & Pol'y 377

### **VOLUNTEER EXPERIENCE**

#### **Live Baltimore**, Baltimore, MD

*Chair, Board Development Committee: 2024 – present; Board Member: 2022 – present*

#### **Baltimore Family Alliance (formerly “DBFA: Downtown Baltimore Family Alliance”)**, Baltimore, MD

*Board President: 2018; Governance Committee Chair: 2017; Treasurer: 2015 – 2017; Board Member: 2014 – 2020*

- Led 25-member Board for organization that fosters and promotes thriving family life in Baltimore City
- During several-month period without ED: provided steady & inspirational leadership; managed staff and outside contractors, spearheaded corporate fundraising, ensured financial stability, and led operations

### **AWARDS**

#### **The Daily Record**, Baltimore, MD

- The VIP List (Very Important Professionals) recognizes Maryland’s leaders who are 40 years old or younger