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To Whom It May It May Concern:

I am pleased to write a recommendation for Mr. Marcus Crowder. Mr. Crowder was enrolled in my section of **CIS4400—Data Warehousing for Analytics** for the fall 2017 semester. The course covers a combination of advanced design techniques and implementation methodologies around building large scale data warehouses. The students have to complete projects on a large database using SQL, create data warehouse dimension models, and work with Extraction-Transformation-Loading (ETL) software. Mr. Crowder quickly demonstrated an aptitude and interest in the subject, and he earned an 'A' in this course with a 94.98 average.

I grade rigorously in this course, and Mr. Crowder's performance represents an impressive accomplishment. CIS4400 is a challenging course. In addition to two exams, this course requires the student to complete several advanced individual projects related to data warehouse design and implementation, and builds on skills students learned in previous classes. Through all these projects, students learn to develop a system that fulfills the business analytic needs of an organization. To get through the course requires a student to be dedicated, organized, and disciplined, and Mr. Crowder exhibits these qualities. Mr. Crowder's work was always professional, punctual, and of the highest caliber,

Mr. Crowder has the ability to internalize concepts learned in his studies and apply them to real world problems. In addition, he raises concepts that further class discussion, while at the same time presenting a positive demeanor. He exhibits a self-reliance and determination to finish what he starts, and has a mature perspective on his professional goals.

I recommend Mr. Crowder highly and without reservation. He was an asset to my class, and I believe he will be an asset to your organization. I understand how crucial it is for you to find new colleagues who are bright and responsible, and Mr. Crowder fits the bill for you. Any consideration you give his will be a sound and rewarding investment in a promising career

If I can further assist your decision to engage Mr. Crowder, I would be happy to discuss his abilities with you. Please contact me at Baruch College at 1.646.312.3367, or by email at [bill.ferns@baruch.cuny.edu](mailto:bill.ferns@baruch.cuny.edu); email is best for the quickest initial response. Thank you.

Yours,

A handwritten signature in blue ink that reads 'William J. Ferns, Jr.' The signature is fluid and cursive, with the first name 'William' being the most prominent part.

William J. Ferns, Jr., PhD  
Associate Professor of Computer Information Systems