



Kristin D. Summers  
Chief Business Planning Officer  
John Chambers College of Business & Economics  
West Virginia University  
PO Box 6025, Morgantown, WV 26506

June 30, 2023

To Whom It May Concern,

I am pleased to recommend Len Hancock for any position that he may be considering. Mr. Hancock has been a tremendous asset to our team at the Chambers College of Business and Economics, where he was employed as a Budget and Data Analyst for the past 2 years. He made a significant impact on high level decision making with his thorough analysis of our programs and their profitability.

During his time with us, Len consistently demonstrated a high level of professionalism, expertise, and dedication. He has a strong work ethic, and his attention to detail is exceptional. Len has been an enthusiastic and effective team member, always willing to lend his knowledge and expertise to help others. For example, Len developed and instructed an Excel training series for our team's support staff. This project was outside the scope of his responsibilities, but he was happy to provide the training. I received especially positive feedback from the employees receiving the training – they all felt the material was delivered in a relatable and understanding way and would be useful to them in future projects.

What sets Len apart from others is his strong analytical skills. He has a natural talent for identifying and solving problems, and his ability to think critically has been invaluable in several projects he undertook. He completed a massive project several months ago to develop a cost analysis of each major within the college. The project was especially challenging because core data was either not available or not reliable. Len worked through the project methodically – reaching out to university colleagues when necessary for their guidance and expertise – and the end result was an analysis that college and university leadership agreed was strong and reliable. In developing the analysis, he also took the project a step further and built a structure that could eventually be automated and used by any unit in the University. His communication skills are also commendable; he is always clear and articulate in his explanations and interactions.

JOHN CHAMBERS COLLEGE OF  
BUSINESS AND ECONOMICS

PO Box 6025 | University Avenue  
Morgantown, WV 26506

[be.wvu.edu](http://be.wvu.edu)

Equal Opportunity/Affirmative Action Institution

Overall, I strongly endorse Len Hancock for any position he may be seeking. He is a reliable, talented individual with a proven track record of success and a passion for his work. If you have any further questions regarding Leonard, please do not hesitate to contact me.

Sincerely,  
Kristin Dawkins Summers