

**TESTIMONY OF JONATHAN BUCHSBAUM, PROFESSOR OF MEDIA STUDIES, QUEENS COLLEGE**  
**BEFORE THE BOARD OF TRUSTEES OF THE CITY UNIVERSITY OF NEW YORK**

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Over the past two years, the Media Studies department at Queens lost two women of color. The first went to UCLA, with an offer that included a position for her husband. QC made a counter-offer, but she chose to accept the UCLA offer. The second colleague left for Loyola Marymount, a private school in Los Angeles. QC also made a counter-offer, but she also accepted the other offer. While all cases are different, with their own mix of factors, the College has not offered lines to replace the lines of those women. The College has announced that there will be up to four possible opportunity hires this year, but many departments compete for those lines, and presumably they come from a separate budget carved out by CUNY for those purposes. That is, without the adequate funding just to maintain staffing needs of the department, the department will be forced to hire more part-time teachers and in our case sacrifice diversity.