



## President gives overview of budget planning

CSUS President Alexander Gonzalez spelled out the current financial situation of the campus, and announced the formation of an advisory committee to assist him in planning for potential funding cuts, during last Monday's inaugural "budget summit" in the Hinde Auditorium.

"This is the first of what I think will be several budget town halls – or budget summits – we'll have to keep you informed of the budget process and where we are at this point," he said.

Gonzalez said the campus is working from the budget presented by Gov. Schwarzenegger in January, which calls for more than \$11 million in cuts at CSUS as well as a 5 percent decrease in student enrollment.

He explained that when there is enrollment growth in the CSU system, as there has been in previous years, additional money is allocated. Because there was no growth this year – in fact there were reductions – the appropriation is smaller. Fewer students also mean significantly less revenue from fees and financial aid.

The governor's budget calls for a total general fund allocation for the CSU system in 2004-05 of \$3.7 billion with the CSUS portion at \$191 million. The total reduction CSUS is currently planning to take for 2004-05 is \$11.6 million.

"It's pretty steep but not as

bad as it could've been," Gonzalez said. But he noted that the University's portion of the governor's budget could be significantly altered if bond measures 55 and 57 on the March 2 ballot fail, and mentioned the possibility of other revisions down the road. He also expects to have more details after a March 10 budget summary from the CSU Chancellor's Office.

Whatever the outcome, Gonzalez said, the next step is to determine how to take the reductions. Challenges include how to cope with suggestions from the governor's office to raise the student-to-faculty ratio, curtail educational opportunity programs and redirect lower-division students to community college.

To help make the difficult decisions Gonzalez said he will solicit recommendations from a newly formed budget advisory group. The members are Christy Jensen, public policy and administration professor; Bob Buckley, chair of the Faculty Senate; Paul Noble, associate vice president for planning and budget; Jon Self, associate vice president for finance; Vicky Valle, associate vice president for enrollment management; Alice Tom, dean of the College of Continuing Education; and Peter Ucovich, Associated Students president.

Gonzalez said the advisory

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Photo by Laurie Hall

**LUCKY DUCKS** – The University Founders' Rose Garden in the main quad became a makeshift pond for a pair of mallards following last week's torrential rains. The storm also caused power outages on campus and left tree branches scattered throughout the grounds.

## Study shows why employees stay

It's an eternal business question – how do you spot the best potential worker among a pool of candidates and how do you keep them from leaving once they're hired?

To organizational behavior and environment professor Chris Sablinski, the key is "job embeddedness," a concept that focuses on why people choose to stay with a job rather than why they choose to leave a job.

"Most traditional research is concerned with why people leave jobs but we flipped it around and asked, 'Why do people stay?'" says Sablinski, whose work

has appeared in the *Academy of Management Journal* and other publications. The distinction may seem subtle but the difference is profound.

"We find that it's actually a web of forces that determines how well suited someone is to a job, how productive they are and how likely they are to stay," Sablinski says. Based on initial findings, job embeddedness also seems to be a much more powerful predictor of turnover, absenteeism, job performance and workplace citizenship than traditional concepts.

"Job embeddedness is a

powerful indicator because it accounts for far more than simply salary or whether or not a person likes their boss," he says. "It is a stronger predictor of turnover than traditional ideas about employee retention because it taps into more components of a person's life and includes non-work factors."

Sablinski breaks embeddedness down into three basic categories – "fit," "links" and "sacrifice." Each of these categories involves both on-the-job and off-the-job factors.

A person who fits well with  
See **RETENTION**, Page 2

## Crazy for Gershwin

Time will take a holiday when CSUS presents *Crazy for You*, a musical theater sampler of favorite George and Ira Gershwin show tunes woven into a wacky story straight out of the 1930s. The show opens at 8 p.m., Thursday, March 18 in the University Theatre. Performances continue at 8 p.m. on weekdays and Saturdays, 2 p.m. on Sundays, from March 19 to 21 and 25 to 28.

The production is part of the campuswide Festival of the Arts, March 23 to April 3.

*Crazy for You* is a Tony award-winning update of the Gershwin musical *Girl Crazy*. Ken Ludwig, with permission from the Gershwin estate, rewrote *Girl Crazy* in the late 1980s removing skits and stereotypes. Along the way he added 13 Gershwin songs to the original seven in *Girl Crazy*. Joining "Bidin' My Time," "Embraceable You," "I Got Rhythm" and "But Not for Me" are "Someone to Watch Over Me," "Naughty Baby" and 11 other great tunes.

The plot revolves around a New York



banker's trip to Deadrock, Nev. to foreclose on a rundown theater. Romantic interest in the theater owner's daughter complicates his plans, and mix-ups, misunderstandings and disguise keep the story going.

*Crazy for You* opened in Broadway's Shubert Theatre Feb. 19, 1992 and continued its original run for 1,622 performances. "... it sassily rethinks the American musical tradition stretching from the Gershwins to (Michael) Bennett," said Frank Rich of *The New York Times*.

See **CRAZY**, Page 4

## Lecture examines civil liberties and war on terror

Award-winning author and Constitution scholar Roger K. Newman discusses the tensions between civil liberties and America's war on terrorism at noon on Wednesday, March 3 in the Union Redwood Room.

Newman's book on Supreme Court Justice Hugo Black, *Hugo Black: A Biography*, was a Pulitzer Prize finalist in 1994 and won the Scribes Book Award in 1995. He served as the editor-in-chief of the four-volume encyclopedia *The Constitution and its Amendments* and of the upcoming *Yale Biographical Dictionary of American Law*. He also co-authored *Banned Films: Movies, Censors and the First Amendment*.

Currently a professor at the Columbia University Graduate School of Journalism, Newman has also taught constitutional law at New York University, where he has worked as a research scholar at the university's law school since 1985. Newman has contributed to numerous legal publications and newspapers and appeared on various national radio and television programs. He has also lectured at more than 100 universities.

The event is free. For more information, call the University Union at 278-6997.



ROGER K. NEWMAN

# professional activities

The CSUS Bulletin welcomes submissions to the Professional Activities Section from faculty, administration and staff. Items are run on a space available basis. They should be no longer than 75 words and may be submitted to [bulletin@csus.edu](mailto:bulletin@csus.edu) or faxed to 278-5290.

## recognition

**JANA SHOBER**, biological sciences, will have her photographic work featured in two exhibits: "Women" at the University Union Gallery, Feb. 23 - March 19 and "Travel Photography" at Camera Arts' Gallery, 712 57th St., Feb. 23 - March 31, with a Second Saturday reception on March 13.

## in the news

**LINDA GOODRICH**, theatre and dance, was quoted in Oct. 5 *Sacramento Bee* and Oct. 8 *West Sacramento Press* articles about the Sacramento Black Art of Dance group.

**DALE SCHOLL**, theatre and dance, was quoted in the *Sacramento Bee* in an Oct. 5 article about the Sacramento Black Art of Dance group, a Nov. 2 article on her dance perfor-

mance "What Price Liberty" and a Nov. 8 article on the musical review "Forever Gershwin."

**CYNTHIA HAYES**, criminal justice, was featured in a Sept. 29 *Placerville Mountain Democrat* article about her career as a private investigator.

**MATTHEW NEWMAN**, California Institute for County Government, was quoted in an Oct. 24 *Sacramento Bee* article about the impact of the state budget crisis on the local economy and job market.

**VAL SMITH**, communication studies, was quoted in an Oct. 19 *Sacramento Bee* article on the accuracy of a survey of rental housing in the Capital Region.

**DONALD DIXON**, criminal justice, was quoted in an Oct. 21 *Sacramento Bee* article on estimates of Gov. Arnold Schwarzenegger's height.

**LORNA PETERS** and **ROBIN FISHER**, music, were quoted in an Oct. 19 *Sacramento Bee* article on the music faculty's student scholarship fundraising recital.

**ANN MOYLAN**, family and consumer sciences, and her students were interviewed by KCRA Channel 3 on Feb. 5 for a story about work and family issues.

**JAMES BARR**, athletics, was on KQCA Channel 58 on Nov. 13 talking about the use of steroids by baseball players.

**PEGGY ALLEN**, communication studies, was on KCRA Channel 3, talking about a door-to-door magazine sales scam.

**GARY LOWE**, criminal justice, was on KOVR Channel 13 on Nov. 20 discussing a class project that reviewed the child molestation case against Michael Jackson.

**KATERINA LAGOS**, history, was featured in a Nov. 14 article in the *Sacramento Bee*.

**STEPHEN BLUMBERG**, music, was quoted in Nov. 2 *Sacramento Bee* and Nov. 6 *Sacramento News & Review* articles on the CSUS Festival of New American Music.

**JOSEPH PITTI**, history, was quoted in a Nov. 16 *Sacramento Bee* article about a CSUS Symphonic forum on African American slavery in California.

**ERNIE HILLS**, music, was quoted in a Nov. 20 *Sacramento Bee* column on the fundraising needed to send the CSUS Wind Ensemble to Carnegie Hall.

**ROBERT BRADY**, art, was quoted in a Nov. 16 *Sacramento Bee* article about his sculpture.

## new faces



### BRYAN COLEMAN-SALGADO

Academic coordinator of clinical education in physical therapy

#### Background and expertise

Coleman-Salgado has a bachelor's degree in fine art from Stanford University, a master's degree in physical therapy from Duke University and worked as a physical therapist for 12 years and a clinical instructor for 11 years. He is a board-certified wound specialist who also specializes in yoga, stroke rehabilitation and alternative medicine especially in ayurvedic medicine.

### ERIN STILES

Assistant professor of humanities and religious studies

#### Background and expertise

Stiles earned a bachelor's degree in cultural anthropology from Duke University, a master's degree in anthropology from the University of Colorado at Boulder and a doctorate in anthropology from Washington University, St. Louis. Before coming to CSUS she held a postdoctoral research fellowship at Columbia University. Stiles' areas of expertise include Islam and Islamic law, Zanzibar, East Africa and Kiswahili.



### CHRIS TAYLOR

Assistant professor of physics and astronomy

#### Background and expertise

Taylor holds a bachelor's degree from Michigan State University and a doctorate from the University of Minnesota. His expertise is in interstellar gas clouds in nearby galaxies to learn how new stars form and learn how those galaxies are affected by the star formation. He is familiar with radio astronomy, millimeter and sub-millimeter astronomy, and optical astronomy including photometry and spectroscopy.



## CSUS bulletin

### Volume 10, Number 21

The Office of University Affairs  
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#### TO SUBMIT MATERIAL FOR PUBLICATION:

The CSUS Bulletin is published on Mondays of the academic year. Campus news may be submitted by e-mail to [bulletin@csus.edu](mailto:bulletin@csus.edu) or may be delivered on disk or paper to Public Affairs, Sacramento Hall Room 215, campus mail code 6026. Deadline for all materials is 10 a.m. on the Wednesday before publication. Items will be published on a space available basis and are subject to editing. Writing should be in news style, short and direct. For inquiries call (916) 278-6156.

## Retention

Continued from page 1

their work, their workplace and the community where they live is much more likely to be a productive employee. They are also much less likely to leave their job, regardless of the incentives or opportunity to go elsewhere. "In other words, if someone is thinking about taking a job in Seattle but hates the rain, doesn't really

like the values of the organization and does not fit the community outside of work, no matter how well qualified they think they are, they should think twice about taking the job - it's not a good fit," he says.

The second category of job embeddedness, links, includes factors that make a person feel

connected to a job, a company and a community. The key to forming links is personal relationships, Sablynski says.

On-the-job links come through personal relationships between coworkers, friendships that create emotional ties to a job that transcend the actual work. Sablynski says people who are members of several work teams and have co-workers depending on them are also much less likely to leave that job.

Off-the-job links come through the personal relationships someone establishes in their community. A person with several strong friendships is emotionally invested in a community and much less likely to want to leave that community to take another job.

The third category of job embeddedness, sacrifice, involves those things a person must give up in order to take a new job. People who feel they have such things as a good benefits plan, opportunities for promotion and the respect of management, face the prospect of tremendous sacrifice in leaving a job.

Employers can encourage embeddedness in a variety of ways, Sablynski says, and it starts with the hiring process. "Hire a qualified applicant who you think fits well not only with the work they will be doing but also with

the people they will be working with, the work environment, the business philosophy and the community they'll be living in," he says.

Links can be fostered through company mentoring programs, teams and committees, especially ones that bring together employees with similar off-the-job interests. Businesses can also foster community links by forming company-sponsored sports teams, supporting and sponsoring community events and getting involved in other community programs.

Offering perks is another strategy companies can use to help promote embeddedness. Sablynski lists on-site day care as one example of an especially attractive perk provided by some companies. Even small perks, such as flex time, can go a long way in making an employee reluctant to leave a job. "Allow employees to be human," Sablynski says. "Recognize that people are individuals with unique situations and concerns, and design perks that treat them accordingly."

However, he cautions, such policies should not be implemented half-heartedly. "If upper management doesn't buy into this approach it will fail."

- Matt Nichols

## LEAP 2004: Conference features *Finding Nemo* animator

High school and university art and design students can get a glimpse of their academic future, and meet the supervising animator behind *Finding Nemo* and a leading book illustrator, during "Leap 2004," a free art and design conference for students, educators and the public at CSUS from 9:30 a.m. to 2 p.m., Friday, March 5, in the University Union Ballroom.

"Leap 2004" provides the opportunity to meet with representatives from several art and design schools and firms along with presentations and student portfolio critiques from leaders in the industry.

Featured this year will be a talk by animator Dylan Brown of Pixar Animation Studios. Brown has been with Pixar since 1995 and worked on several projects for the company

including *A Bug's Life*, *Toy Story 2*, and *Monsters, Inc.* before heading the animation team for *Finding Nemo*.

Illustrator and author Yan Nascimbene, whose work has appeared in several French and English books including *Into the Air* for National Geographic, will also speak. Following their presentations, Brown and Nascimbene will critique portfolios and be available to talk with conference participants.

Participating schools include CSUS, Academy of Art College, Art Center College of Design and Brooks Institute. Adobe and Apple will among the companies at the conference.

For more information, see the "Leap 2004" website at [www.csus.edu/design/leap](http://www.csus.edu/design/leap) or call 278-5325.

## Film series salutes Katherine Hepburn

The campus and Friends of the CSUS Library are celebrating the diverse roles of actress Katherine Hepburn with screenings of her films, followed by academic discussions with University and community film experts. All movies are showing Fridays on a large screen and begin at 6:30 p.m. in the Union Hinde Auditorium. The free showings are part of the University's Women's History Month events.

The first film, *Bringing Up Baby*, will be shown Friday, March 5. It stars Cary Grant as a paleontologist and Hepburn as a scatterbrained heiress. CSUS humanities professor Alyson Buckman will discuss the film with the audience.

On Friday, March 12, CSUS presents *Pat and Mike* with Hepburn's self-confessed favorite co-star Spencer Tracy. Hepburn portrays an accomplished athlete and Tracy a determined sports promoter. Humanities department chair Jackie Donath leads the discussion after the movie.

*The African Queen* screens Friday,



April 16. Hepburn plays a missionary and Humphrey Bogart a boat captain in pre-World War I East Africa. The organizer of the Sacramento French Film Festival, Cecile Mouette, will guide the post-film conversation.

On Friday, April 23, the University will show 1940's *Philadelphia Story*. Hepburn stars with James Stewart and Cary Grant in this story of a woman who realizes she holds impossibly high standards for her friends and family. CSUS English professor Mary Mackey will lead the lecture.

For more information, call 278-6997.

## news digest

### DEAN CANDIDATES

The campus community is invited to interviews with the candidates for dean of the College of Business Administration. Vitae may be reviewed in academic affairs in Sacramento Hall 230. Written comments may be sent to Ric Brown, vice president for academic affairs, no later than Monday, March 15 at [rich@csus.edu](mailto:rich@csus.edu).

The schedule is:

- 3 to 3:50 p.m., Wednesday, March 3: Sanjay B. Varshney, associate professor of finance and former dean of the School of Management at State University of New York Institute of Technology, Mariposa Hall 1001

- 10 to 10:50 a.m., Monday, March 8: Yar M. Ebadi, dean of the College of Business Administration at Kansas State University, University Union Forest Suite

- 3 to 3:50 p.m., Monday, March 8: Luís María R. Calingo, dean of the College of Business Administration at CSU Long Beach, University Union Forest Suite

- 10 to 10:50 a.m., Thursday, March 11: John P. Kohl, professor of management and former dean of the College of Business Administration at Texas A&M International University, University Union Orchard Suite

- 2 to 2:50 p.m., Thursday, March 11: Bill N. Schwartz, dean of the School of Business and Economics at Indiana University South Bend, University Union Orchard Suite

- 2 to 2:50 p.m., Friday, March 12: Philip J. Romero, dean of the Lundquist

College of Business at the University of Oregon, Mariposa Hall 1014.

### HEALTHY LIVING FUNDS

Funds are now available through the Jesse Snow Memorial Fund. Priority will be given to projects and activities that encourage healthy lifestyle choices without alcohol, are innovative, show demonstrable need, benefit the greatest number of CSUS students and involve collaborative funding from other resources.

Applications may be submitted to the student activities office on the third floor of the University Union. Single requests for funding will not normally exceed \$2,500 for any given semester.

Details: 278-6595.

### READING EVENTS

Dr. Seuss tables will be set up near Eureka Hall, the Library Quad and the Children's Center on March 2 in honor of Seuss' 100<sup>th</sup> birthday. There will also be special readers on hand.

The day is in recognition of the national "Read Across America," which culminates each year on Seuss' birthday.

In addition, there will be an evening of Seuss limericks, literacy and latte at the Children's Center from 6 to 7:30 p.m. The event will be co-hosted by Jumpstart Sacramento, CSUS Head Start and co-sponsored by Starbucks and Americorps members. It is open to the community.

Details or to volunteer: 278-3895.

## 30-year profile

From three-month temp to 30-year employee charged with keeping the 70-person admissions office running smoothly, Bonnie Samuel has seen more than a few changes in how students apply to the University.

When Samuel joined the admissions and records office in 1972, processing a student application involved rewriting each hand-written student application on another form before it could be turned over for data entry. Such laborious efforts required a multitude of staffers and even a night shift, which Samuel eventually supervised. She advanced to day supervisor and is now operations manager for admissions.

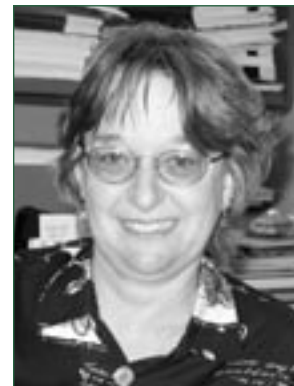
These days, she notes, the admissions process often doesn't involve paper at all. "Now we can image paper documents. But so many admission applications come electronically through CSU Mentor, we don't even have to make a copy or open a folder. They are uploaded directly into SIS (Student Information System). We don't have to touch much paper now.

"We've come a long way, even in only 30 years."

In those years she's also seen all sorts of incarnations in the enrollment process. Open registration had students lining up in front of tables in the gym with the hope of getting classes. "The assistant registrar would pick up a bullhorn and blurt out that a class was open and students would race over to get in line."

Computer-assisted registration using Scantron-type forms was next, followed by the telephone and now online registration.

For Samuel and the admissions and records staff, the next big thing is the Common Management System or CMS,



BONNIE SAMUEL

the major online computer program designed to standardize such functions as enrollment, human resources and purchasing throughout the CSU System. Samuel sees similarities to the last big adjustment for the department — SIS. "We'll have to analyze it to see how SIS will fit in with the new system," she says.

Samuel is responsible for the personnel, budget and general operations of admissions and records — including acting as a liaison between human resources and admissions and records, monitoring the office's budget and making sure the office's equipment and supply needs are met. "Even though only the assistant operations manager and systems support coordinator report to me, I feel responsible for the whole office," she says.

Though she doesn't get as much opportunity as she'd like these days, Samuel says what's kept her on the campus for 30 years is the student contact. "I like working with the faculty and staff but it's the students who make this job special. Even just walking around campus keeps you in tune with life. It keeps you young and keeps you motivated. I love working on a college campus.

"We also have the opportunity to hire student assistants and help them see how school relates to work. We get to help build up their job skills."

Samuel plans to stay in her position for a year or two more. "Even though I enjoy my job, there are other things I'd like to do." Future plans will most likely involve volunteer work with a little golf and gardening on the side.

## In memoriam

Henry "Hank" Elespuru, who coached the CSUS Boxing Team from 1955 to 1961, died Jan. 14. Under his guidance the team produced boxers who won gold, silver and bronze medals in both the NCAA and Pacific Coast Intercollegiate Tournaments. When the University cancelled the boxing program, Coach Elespuru continued to conduct a popular class in the sport. He was also an assistant coach for the football team.

A memorial service for Coach Elespuru will be held at 2 p.m., Thursday, March 14 at the Alumni Center. The family requests remembrances be made to the Hank Elespuru Scholarship Fund, c/o the CSUS Alumni Center, 6000 J Street, Sacramento, CA 95819-6024.

All events are free unless otherwise noted. For a complete events calendar click on [www.csus.edu/events](http://www.csus.edu/events).

**ongoing**

Exhibit, CSUS Faculty Art Exhibition, 10 a.m. - 5 p.m., Tues. - Sat., University Library Gallery. (916) 278-2368. Continues to March 12.

Exhibit, photography by Rachel Brault, 8 a.m. - 9 p.m., Mon. - Fri., Java City Coffee House, University Union. (916) 278-6997.

Exhibit, undergraduate and graduate art student awards shows, Else and Witt Galleries, call (916) 278-6166 for gallery hours. Continues to March 5.

Exhibit, "Women," works by female and male artists, Women's History Month, University Union Gallery, 10:30 a.m. - 3:30 p.m., Mon., Tues., Fri., 5 - 8 p.m., Weds., Thurs. (916) 278-6744. Continues to March 19.

**monday, march 1**

Music, Piano Festival, master classes from CSUS professors Richard Cionco, Lorna Peters and Kirsten Smith, 2 - 8 p.m., CSUS Student Showcase Recital, 8 p.m., Capistrano Hall 151. (916) 278-5155.

Exhibit, works by art major Hiromasa Ichihara, Witt Gallery, call (916) 278-6166 for gallery hours. Continues to March 12.

**tuesday, march 2**

Athletics, Baseball vs. Nevada, 2 p.m., Hornet Field. \$10 reserved/\$5 general/\$2 youth. Tickets at CSUS Ticket Office (916) 278-4323 or Tickets.com.

Spring Career Fair, 10 a.m. - 2 p.m., University Union Ballroom. (916) 278-6231.

Forum, election night, CSUS professors discuss live election returns, 5:30 - 8:30 p.m., University Union Redwood Room. (916) 278-6693.

**wednesday, march 3**

Friends of the CSUS Library book sale, 10 a.m. - 3 p.m.,

**LITERARY LICENSE**

Words will leap off the stage at CSUS in the Dale Scholl Dance/Art production *Between the Lines* opening at 8 p.m., Thursday, March 11 in Solano Hall 1010. Performances continue March 12 and 13, 18 to 20 and 25 to 27. All shows begin at 8 p.m.

*Between the Lines* continues the 22nd season of Dale Scholl Dance/Art with five original dance pieces based on contemporary novels and short stories. Company founder Dale Scholl contributes three and company dancer Joseph Candelaria and guest choreographer Paul Besaw each present a new work.

Author and illustrator Edward Gorey is the inspiration behind Scholl's choreography in the show. Perhaps best known for creating the opening animation of the PBS series *Mystery!*, Gorey wrote, illustrated or collaborated on hundreds of stories before his death in 2000. Scholl has interpreted three of his best in dance.

Scholl's "Woven Ecstasy" was inspired by Gorey's *Les Passementaries Horribles*, her "Two-Wheeled Time Machine" by his *The Epileptic Bicycle* and her "Knock, Knock, Who's There" by his *The Doubtful Guest*. The accompanying music ranges from piano works by South Korean composer Dong Il Sheen to Ravel's "Bolero" to Scott Joplin rags.

Dancer Joseph Candelaria's choreographed "Somewhat Damaged," a loose interpretation of author Arthur S. Golden's *Memoirs of a Geisha* focusing on the novel's emotional aspects. The work is set to traditional Japanese music.

Guest choreographer Paul Besaw continues the literary theme with his "Veils on Wolfmother Wallpaper." The dance is a take on Tom Robbins' *Skinny Legs and All* with world music, rock and bluegrass accompaniment. The eclectic musical mix contributes to the comical choreography.

Tickets are \$18 general, \$16 for students and seniors, \$15 for CSUS students and \$8 for children 12 and younger. They are available from the CSUS Ticket Office at 278-4323 or at Tickets.com.



University Library Lower Level. (916) 278 -5154.

Spring Career Fair, 10 a.m. - 2 p.m., University Union Ballroom. (916) 278-6231.

Lecture, "Civil Liberties and the Battle Against Terrorism," author Roger Newman, noon, University Union Redwood Room. (916) 278-6997.

**thursday, march 4**

Theater, *Real Women Have Curves*, by Josefina Lopez, directed by Manuel Pickett, Women's History Month, 8 p.m., Thurs. - Sat., 2 p.m., Sundays. Playwrights' Theatre, Shasta Hall. \$15 general/\$8 students and seniors. Tickets at CSUS Ticket Office at (916) 278-4323 or at Tickets.com. Performances Feb. 26-29 and Mar. 4-7.

Friends of the CSUS Library book sale, 10 a.m. - 3 p.m., University Library Lower Level. (916) 278 -5154.

Music, Aceyalone, with Visionaries and Bus Driver, hip-hop,

7:30 p.m., University Union Ballroom, \$15 general/\$10 CSUS students. Tickets at CSUS Ticket Office at (916) 278-4323 or Tickets.com.

Lecture, "Can We Make Atoms Sing and Molecules Dance? Using Fast Light Pulses to Observe and Control Nature," Margaret Murnane, University of Colorado and JILA, Physics Colloquium, 4 p.m., Mendocino Hall 1015. (916) 278-6518.

Seminar, Graduate Student Information, CSUS graduate programs, completing graduate school applications, general graduate school info, 11 a.m. - 1 p.m., University Union Redwood Room. (916) 278-5423.

**friday, march 5**

Theater, *Real Women Have Curves*, by Josefina Lopez, directed by Manuel Pickett, Women's History Month, 8 p.m., Thurs. - Sat., 2 p.m., Sundays. Playwrights' Theatre, Shasta Hall. \$15 general/\$8 students and seniors. Tickets at CSUS Ticket Office at (916) 278-4323

or at Tickets.com. Performances Feb. 26-29 and Mar. 4-7.

Forum, Renaissance Society, Dr. Bill Durston, Vietnam War veteran, discusses history of war, modern weaponry and foreign policy, 3 p.m., University Union Hinde Auditorium. (916) 278-7834.

Conference, Leap 2004, information on art and design schools/careers for students and educators, includes presentations by Dylan Brown, lead animator for *Finding Nemo*, and Yan Nascimbene, illustrator and author, portfolio reviews and vendor fair, 9:30 a.m. - 2 p.m., University Union Ballroom. (916) 278-5325.

**saturday, march 6**

Theater, *Real Women Have Curves*, by Josefina Lopez, directed by Manuel Pickett, Women's History Month, 8 p.m., Thurs. - Sat., 2 p.m., Sundays. Playwrights' Theatre, Shasta Hall. \$15 general/\$8 students and seniors. Tickets at CSUS Ticket Office at (916) 278-4323 or at Tickets.com. Performances Feb. 26-29 and Mar. 4-7.

Athletics, Softball vs. Virginia, noon, CSUS Shea Stadium. \$10 reserved/\$5 general/\$2 youth. Tickets at CSUS Ticket Office (916) 278-4323 or Tickets.com.

Multicultural Education Conference, "Education for Social and Political Transformation: Facing Challenges and Understanding the Politics of Schools Today," speakers, workshops, 8:30 a.m. - 4 p.m., University Union. (916) 278-5942. Reception follows.

**sunday, march 7**

Theater, *Real Women Have Curves*, by Josefina Lopez, directed by Manuel Pickett, Women's History Month, 8 p.m., Thurs. - Sat., 2 p.m., Sundays. Playwrights' Theatre, Shasta Hall. \$15 general/\$8 students and seniors. Tickets at CSUS Ticket Office at (916) 278-4323 or at Tickets.com. Performances Feb. 26-29 and Mar. 4-7.

**monday, march 8**

Exhibit, works by art graduate student Maria Partridge, noon - 4:30 p.m., Mon. - Fri., Else Gallery. (916) 278-6166.

**tuesday, march 9**

Speaker, Sacramento Sheriff Lou Blanas, "Security in the Sacramento Region," Breakfast Club speakers series, 7:30 a.m., Alumni Center. (916) 278-6295.

**Crazy**

*Continued from page 1*

The University production is directed and choreographed by CSUS professor Ed Brazo and features an orchestra led by CSUS professor Ernie Hills. The show's Busby Berkeley-like conclusion owes its dazzle to CSUS professors Bonnie Busick and Leon Wiebers, who are responsible for sets and costumes, respectively.

Tickets are \$18 general, \$11 for students and seniors, and are available from the CSUS Ticket Office at 278-4323 or at Tickets.com.

- Steve McKay

**Budget**

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group will meet with his cabinet to discuss potential reductions. The recommendations will then go to the Council for University Planning for discussion and then back to him for approval. He expects the process to take several months, during which time he intends to give regular progress reports to the campus.

On the possibility of a student fee hike on the heels of previous 10 and 30 percent increases, Gonzalez said that realistically students should expect another 10 percent rise. "If they don't go up we'll have to absorb the loss of revenue," he said.

In addition to talking about the process, Gonzalez also went over some of the details of the budget itself:

- CSUS is at the top of the list in the California State University system in funds designated for instruction. In 2003-04's \$203 million budget, of the 69 percent of the budget that is program centered, more than 67 percent is allocated for instruction and student affairs.

- The majority of spending goes to faculty and staff salaries and benefits. In 2002-03, for example, more than 76 percent

of expenditures were for employment.

- Students make up 91 percent of the campus population of 31,173. Full- and part-time faculty comprise 61 percent of employees.

In coping with the current budget situation, Gonzalez stressed the need to look forward. "We're in a cycle," he said. "Now is the time to start planning. We need to work with the budget. We need to stay on target, serve students the best way we can and move them forward toward graduation."

**faculty senate**

■ **Tuesday, March 2**  
1:30 p.m., Curriculum Policies Committee  
3 p.m., Executive Committee  
3 p.m., University ARTP Committee

■ **Wednesday, March 3**  
1 p.m., Faculty Policies Committee  
2:30 p.m., Visiting Scholars Subcommittee, Library 4026 (tentative)

■ **Friday, March 5**  
2 p.m., Academic Policies Committee

■ **Tuesday, March 9**  
1:30 p.m., Curriculum Subcommittee  
3 p.m., Executive Committee

All meetings are in Sacramento Hall 275 unless otherwise noted.