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 were 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 Sell, 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 group will work 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 Sablynski, 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,” Sablynski 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.” Sablynski 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 his job is less likely to leave. See RETENTION, Page 2

Crazy for Gershwins

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 Sablynski, 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 Sablynski, 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,” Sablynski 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.” Sablynski 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 his job is less likely to leave. See RETENTION, Page 2

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 Amend-ments 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.

Study shows why employees stay

“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.” Sablynski 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 his job is less likely to leave. See RETENTION, Page 2

Crazy for Gershwins

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 late 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 23 to 28.

The production is part of the campuswide Festival of the Arts, March 23 to April 3. Crazy for Gershwins 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 sassy rethink the American musical tradition stretching from the Gershwinski to (Michael) Bennett,” said Frank Rich of The New York Times.

See CRAZY, Page 4

Crazy for Gershwins

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 late 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 23 to 28.

The production is part of the campuswide Festival of the Arts, March 23 to April 3. Crazy for Gershwins 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 sassy rethink the American musical tradition stretching from the Gershwinski to (Michael) Bennett,” said Frank Rich of The New York Times.

See CRAZY, Page 4
The CSUS Bulletin welcomes submissions to the Professional Activities Section from faculty, administrators and staff. Items are run on a space available basis. They should be no longer than 75 words and may be submitted as an e-mail to bulletin@csus.edu or faxed to 278-5290.

mance “What Price Liberty” and a Nov. 8 article on the musical review “Forever Germain.”

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

MATT HENSHAW, 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 38 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 LOWRY, criminal justice, was on KOVR Channel 13 on Nov. 2 discussing a class project that reviewed the child molestation case against Michael Jackson.

KATERINA LAGOS, history, was featured in a Nov. 24 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.

Continuing Ed honored for online Caltrans project

When Caltrans faced the challenge of delivering project management courses to staff dispersed across the state, it turned to the College of Continuing Education for help.

The result was Caltrans’ first online training project, which recently received the department’s Director’s Innovation Award, which was shared between the College and the Caltrans Division of Project Management.

“We were excited about the opportunity to work with an organization like Caltrans because their work impacts California’s economy as well as the daily lives of so many Californians,” says Jenni Helfrich, a senior program manager for the College. “We were able to work as true partners throughout the entire process which enabled innovative, yet cost effective results.”

Helfrich’s team was able to deliver 10 different courses online, including seven of the nine core courses in the new Caltrans project management certificate program offered through the College.

“The benefits of these courses include a lower overall cost to the division, consistency of training provided, and convenience for all involved in the training,” says Terry Murphy, the manager of Caltrans Project Management training statewide.

Murphy estimates that the online delivery will save the department $950,000 within the first two years.

BRYAN COLEMAN-SALGADO
Academic coordinator of clinical education in physical therapy

Background and expertise
Calles 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 in the areas of expertise include Islam and Islamic law, Zanzibar, East Africa and Kwasaluli.

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.
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 a LEAP 2004 conference 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 Administration Room.

“The LEAP 2004” provides the opportunity to meet with representatives from several design and advertising fields and schools along with presentations and student portfolio critiques from leaders in the industry.

From March 1 to 6 this week 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 sponsoring the conference.

For more information, see the “LEAP 2004” website at 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 showings 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.

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 admissions applications come electronically through CSU Mentor, we don’t even have 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 blur 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 student application systems involving volunteer work with a little golf and gardening on the side.

In memoriam

Henry “Hank” Elpersu, 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 Elpersu continued to conduct a popular class in the sport. He was also an assistant coach for the football team.

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

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

Exhibit, photography by Rachel Braut, 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, Elle and Wirt Galleries, call (916) 278-6616 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 p.m., Weds., Thurs. (916) 278-6744. Continues to March 19.

monday, march 1

Music, Piano Festival, master class and reception with SUS professors Richard Conico, Lorra 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) 278-6616 for gallery hours. Continues to March 12.

tuesday, march 2

Athletics, Baseball vs. Nevada, 2 p.m., Horner 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) 278-6797.

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) 278-5155.

Music, Acyelone, 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.

LITERARY LICENSE

Words will leap off the stage at the 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 Candelaia 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 "Womb Ecstasy" was inspired by Gorey’s Les Passagernes, Hombries, her "Two-Wheeled Time Machine" by his The Epiplectic Bicycle and her "Knock, Knock, Who's There" by his The Doublful Guest. The accompanying music ranges from piano works by South Korean composer Dong Il Shem to Ravel’s "Bolero" to Scott Joplin rags.


Guest choreographer Paul Besaw continues the literary theme with his "Veils on Wolfmother Wallpaper." The dance is a take on Tom Robbins' Skinney 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.

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. $13 general/$8 students and seniors. Tickets at CSUS Ticket Office at (916) 278-4323 or at Tickets.com.

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 Confere-
ce, “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 Parrtridge, noon - 4:30 p.m., Mon. - Fri., Elvi, Gallery. (916) 278-6166.

Tuesday, march 9


Crazy

 Continued from page 1

The University production is directed and choreographed by CSUS professor Ed Bravo and features an orchestra led by CSUS profes-
or 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