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Bowling Green State University

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Scott Regan ends long run at BGSU

Audience members at the recent BGSU presentation of “A Christmas Carol” may not have realized that, in addition to the play, they were witnessing the end of an era. The production was the last to be directed by Dr. F. Scott Regan before his retirement this month from the Department of Theatre and Film.

Recruited in 1982 to take over the Treehouse Troupe, an undergraduate class devoted to performing children’s theatre throughout the region, Regan has provided opportunities for hundreds of University students and, since the formation of Horizon Youth Theatre in 1998, dozens of area children to learn theatre skills. Under his direction, they have performed everything from Shakespeare to musicals to classic fairy tales and world folk tales.

“‘A Christmas Carol’ is a fun thing to end with,” Regan said before the production. With its multi-age cast, “it’s a combination of Treehouse Troupe and Horizon.”

Reflecting on his career, he said, “The contact with students is what I enjoy most, from directing the plays to advising—we have fairly small classes—and following them through the years and seeing them grow up.”

“He loves to work with young people,” said Dr. Jo Beth Gonzalez, who co-founded Horizon Youth Theatre with Regan. “There’s something about him that goes right to the passion of the imagination. It’s that ability and his capacity for delight in the power of the imagination that enables him to connect with kids, I think.”

Regan’s office bulletin board and computer screen saver attest to the many youngsters who have come up through the ranks with him, many of them children of BGSU faculty. In fact, Brandy Tell, daughter of Deborah Tell of the dance program, had a lead role in “A Christmas Carol.”

This fall, Regan was presented the 2006 Lin Wright Special Recognition Award from the American Alliance for Theatre and Education for his work in youth theatre. The award honors persons “who have established special programs, developed experimental work, made a distinctive educational contribution or provided meritorious service, thus furthering theatre and drama for young people.”

Children’s theatre on the road

“Treehouse Troupe is a major part of my responsibility and a major part of my fun,” Regan said. “It gives me the chance to write, to direct and to tour. And there’s the clear sense of the students’ getting good training and the kids in the rural schools getting something they might not see otherwise.”

The troupe was originally begun by a graduate student as a master’s degree project and was recognized by the University as a valuable educational outreach. In his 25 years as its director, Regan has put on upward of 1,200 performances, bringing theatre to more than 300,000 schoolchildren from Temperance, Mich., to Kelleys Island, Ohio.

In the process, the University students get a fairly accurate taste of life in the theatre.

“One of the unique things about it is that, with touring, you learn to adapt to different spaces,” Regan said. “Also, unlike a high school play that runs for maybe a couple of weekends, you get used to the long run. You have to learn to keep it fresh and how to keep going on days when you might not be feeling well.”

Regan said he has only canceled one show in 25 years due to an actor’s illness—and that person was in the hospital. “I have had to step in a few times, though,” he added.
In addition to performing, the Treehouse Troupe actors give workshops in the schools they visit.

"Getting to go into the classrooms and teach workshops tells them a lot about themselves as performers and a lot about themselves as human beings," Regan said. There have been times that students have discovered their true calling is not acting but teaching, he said. "I consider that a success. I may have lost a major, but I've helped someone find their direction."

From building sets and costumes and rehearsing, to the eight-hour days on the road performing, a bond develops between the cast members, and between them and Regan. "College students remember it as one of their prominent experiences," he said. A turning point

It was in college that Regan decided to make theatre his profession. "I always knew I wanted to be a teacher," he said, and he had planned to major in history while at the State University of New York at Albany. "Theatre was a hobby. But I distinctly remember one day after we'd been working all day in the scene shop building a set, the faculty member said, 'Let's go have a beer.' So we went, and I remember sitting there thinking here we were sitting together on a first-name basis, and what a sense of togetherness there was. I decided then I would go into the theatre. And by grad school I knew I wanted to do children's theatre."

The Albany experience was not his first engagement with drama, however. As a high school sophomore, he founded a community theatre in his upstate New York hometown, audaciously asking the town school board for funding. "We did Ibsen, Shakespeare, Sartre. I'd hate to go back now and see what those productions looked like," he said, chuckling.

After getting his Ph.D. at the University of Minnesota, Regan and his wife, Diane (who also works at BGSU), moved to White Bear Lake, Minn., where for a year they ran a small community theatre. Though the profits and income were low, he gained valuable experience overseeing all aspects of keeping the enterprise going, from building sets to hiring directors to doing publicity.

Following five years at the University of Northern Iowa, the Regans came to BGSU. Since then, in addition to children's productions, he has directed 52 shows for the theatre department and three for the Toledo Repertoire Theatre—where he is now preparing to do Noel Coward's "Fallen Angels." He also plans to direct a show at the Huron Playhouse this summer.

In the academic arena, Regan has researched and written on the pedagogy and development of theatre for youth, and has presented his work around the country. He has served as a national officer of the American Association for Theatre in Education and has been a journal editor. He has also written adaptations of many plays and musicals, in addition to three original works.

Among these, he counts an original musical titled "Irish Annie" as a favorite. The tale of an 1880s immigrant to the United States, it is based on his own heritage and deals with contemporary social issues of immigration and prejudice. The play has been produced in Tempe, Ariz., and Regan hopes to launch more productions as a steppingstone to having it published.

Otherwise, "my favorite play is always the one I'm working on now," he said. "You fall in love with the play and with the people."

Expanding horizons

In 1998, in response to community requests for a children's theatre, Regan and Gonzalez, drama teacher at Bowling Green High School, founded Horizon Youth Theatre. Open to anyone under 18, it offers summer workshops in Shakespeare—complete with sword-fighting classes—technical theatre skills, improvisation and movie-making, as well as acting and directing. Regan has now produced 11 shows with the group.
Gonzalez, who has known Regan since he was her Ph.D. dissertation advisor, said he shares her passionate belief that youth theatre contributes to the overall well-being of the community and has the power to change society.

"He's very conscientious about what's important for kids and has a clear sensibility about where it's safe for them to go, both physically and creatively," she said.

Regan is especially proud of some productions co-written by Horizon and high school students and used by Bowling Green Junior High School. They addressed such issues as anger management, girls' body images and, in a production Regan particularly recalled, peer pressure. "I thought it was very powerful," he said.

In Horizon, students get rigorous training in theatre as well as life skills, such as respect and responsibility, Regan said. "My rule is no parents backstage. The goals and the expectations become the parent." He also pairs each younger child with an older student, which has resulted in some enduring friendships.

He recalled an instance when a young performer fainted onstage and a member of the lighting crew calmly stepped in to fill the role. "Of course, you just bubble with pride when these things happen," he said.

Regan is writing an adaptation of *Little Women* for the company to fulfill "a promise I made to these kids who've grown up with me." The play will be performed at the Pemberville Opera House.

Though he is retiring from his full-time job in the department, the campus and community will continue to see Regan's work for some time to come.

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**BGSU volunteers turn attention to New Orleans**

This holiday season, BGSU is doubling its efforts to help Gulf Coast residents still recovering from the 2005 hurricane season.

Following final exams last December, 52 BGSU students boarded a bus for Mobile, Ala., where they worked on homes from Dec. 17-22. This year, 109 students are scheduled to take two buses to New Orleans for a similar trip from Dec. 16-22.

Divided into seven groups, the BGSU volunteers will spend one day in metropolitan St. Bernard Parish, tearing drywall, flooring and ceiling material out of homes still in need of repair more than 15 months after Hurricane Katrina struck the city. For several other days, beginning at 7:30 a.m., the students will help build Habitat for Humanity homes elsewhere in New Orleans.

"It's terrifying how much has to be done" in St. Bernard Parish alone, said Clinton Stephens, who was there in early November to plan for the trip. Coordinator of student organization and community service programs in the University's Office of Campus Involvement, Stephens will accompany the students along with Dennis Bubrig, assistant dean of students in campus involvement, and Ana Brown, assistant director of the President's Leadership Academy.

About one-sixth of St. Bernard Parish's previous residents have returned since the storm, but almost all of them are living in Federal Emergency Management Agency trailers in their front yards, Stephens said. "I didn't see one home that was returned to livable condition," he added, saying the "government infrastructure is still overwhelmed" by the scope of the problem.

After last December's mission to Mobile, taking a second trip to the Gulf Coast was never really in question. "We had so many students who were asking for us to go again," recalled
Stephens, noting that the decision was made both in response to that interest and to show the students what community involvement entails and how they can be part of it.

He wanted student participation in the planning process, which began in September and whose leaders included two students who had gone to Alabama—Brian Dixon of Columbus and Ken Kozlosky of Mentor-on-the-Lake.

“I had never done any kind of trip like that before,” said Kozlosky, a senior, about going to Mobile. “I wanted to make sure there was another trip. It was such a valuable experience.”

The communication disorders major added that he believes spending more time this year building houses with Habitat for Humanity will leave the volunteers feeling more hopeful about progress where they’re working. “I think that’s going to give a whole different outlook,” he predicted, saying that with double the number of students this year, “we’re hoping to make twice as much of an impact.”

The student planners were involved with every major decision, including this year’s destination, which they researched, Stephens said. They considered Mobile again, as well as Mississippi and the Florida Panhandle, before settling on New Orleans. “primarily because the need is still there” and because the city now has a well-organized support system in place for incoming volunteers, he explained.

Mobile already had such a network last year to keep itself from being overwhelmed by volunteers, Stephens pointed out. That wasn’t the case in New Orleans, “primarily because the need is still there” and because the city now has a well-organized support system in place for incoming volunteers, he explained.

Student signup for the trip began Nov. 13 at the campus involvement office, where the first volunteer arrived at about 3:45 a.m., according to Stephens. When the office opened at 8 a.m., “we had 80 people in line,” he said.

“That morning, when we opened the door, I decided we were going to take the second bus,” and all of the roughly 100 seats on the charter buses were filled by noon that day, he remembered.

Two of the early arrivals were Colleen Verbus, a senior from Hinckley who said roughly 30 students were waiting outside the office when she joined them at about 6:30 a.m., and Jackie Schroeder, a junior from Ottawa who got in line shortly thereafter.

Verbus’s motivation was to aid “a good cause” while also earning volunteer hours required for her community engagement scholarship from the University Bookstore; for Schroeder, signing up was a spur-of-the-moment thing. But both said their families have been supportive—Verbus, a journalism major, recalled her mother’s reaction (“That’s really awesome”) to the news that she was going, while Schroeder said that a Habitat for Humanity trip was something her sister had wanted, but was unable, to take while a student at Wright State University.

“I think it will be eye-opening,” the special education major added.

The buses will leave campus at 4 a.m. Dec. 16 from parking Lot 7, north of Offenhauer Towers, for the 18-hour ride to New Orleans. They will head back to Bowling Green the evening of Dec. 21, with arrival on campus expected by 3 p.m. the next day.

The students’ New Orleans base will be Camp Hope, a Habitat for Humanity volunteer center in St. Bernard Parish. Before Hurricane Katrina, it was an elementary school under construction; afterward, “the school board agreed to allow Habitat for Humanity to use the facility for volunteer quarters,” said Stephens, adding that while the building lacks heating and air conditioning, showers have been installed and occupants sleep on cots in the classrooms.

At a Dec. 3 orientation, students who went to Alabama a year ago told the first-time travelers what to expect in terms of emotional, as well as physical, toll. But respite will be available, too, Stephens noted, in the form of nightly activities that will allow students to experience New Orleans food, music and culture.
BGSU to feel effects of minimum wage hike

Although the Ohio Legislature is still crafting the implementing legislation, it is anticipated that an increase in Ohio’s minimum wage, approved as a constitutional amendment by voters last month, will have immediate impact on BGSU when it takes effect Jan. 1.

The increase, from the current federal minimum of $5.15 to the new state minimum of $6.85 per hour, will affect about 2,800 of the 4,500 students currently employed on campus. This affects all students who are paid by the hour and whose hourly base rate is less than $6.85, according to Michelle Simmons, senior associate director of the Career Center. Students will see the increase in their Jan. 26 paychecks, which cover the period from Dec. 31-Jan. 13.

Over the 15-week spring semester, the increase in wages is projected to be more than $250,000. However, “It’s difficult to predict costs because the number of student employees and their work schedules fluctuate weekly,” according to Simmons. The $250,000 figure is a “snapshot” of student employee costs at this moment, she said, and will likely change as administrators review and adjust department wage structures. In addition to the increased wages, there are administrative costs associated with implementing the new minimum wage, she added.

Because the minimum wage hike wasn’t included in BGSU spending plans for many areas for 2006-07, departments will, in many cases, have to absorb the increase in their operating expenses incurred from Jan. 1-July 1, 2007. While all units employing students will feel the impact, University Dining Services, Residence Life, Recreational Sports and Sports Programs, University Libraries, and other departments with sizeable student work forces are projecting the largest increases in student payroll costs. It is anticipated that some assistance may be available to help academic departments that are significantly affected meet the increased student wage costs.

That may mean reducing student work hours to stay within operating budgets or not replacing graduating student workers—or those otherwise leaving BGSU at the end of fall semester. Some students may maintain their current weekly earnings by working fewer hours per week at a higher hourly rate.

“In some departments, increasing the lowest paying jobs to $6.85 will cause wage compression—students who currently have jobs that pay $6.90 ($1.75 more than the new minimum) and above will then be making only a nickel more than the lowest paying job in their departments,” Simmons notes.

“Depending on the departments’ budget situation and the perceived need to be competitive, wage increases for higher-paying jobs may follow, or a ‘wait and see’ approach until the next budget period, and/or the restructuring of the existing wage rates within their departments may be adopted,” she said.

When base rates rise to $6.85, students will keep existing merit raises for exemplary work and longevity raises for total hours worked. Among students whose current base rate is below $6.85, about 625 have merit raises and about 90, longevity raises. Those premiums will be added to the base rate of $6.85.

For students already making at least $6.85 per hour in base pay, the decision whether to increase that figure will be up to individual departments, units and colleges.

Student Employment Services will consult with departments that wish to restructure their other departmental wage rates after the base wage rates have been increased to the new minimum rate. It will not be possible, however, to process any additional changes in the payroll system until after the successful implementation of the University’s Financial Management Solutions (FMS) financial accounting module scheduled for February 2007, Simmons emphasized.

Meeting the FMS timeline involves some of the same core group of University staff—Information Technology Services, the BG@100 Project and Payroll, as well as SES—who must
address the minimum wage issue.

Departments can also be proactive in anticipation of future minimum wage hikes, according to Simmons. With the ability to restructure jobs and position descriptions, they can:

• Review existing job descriptions across the department and eliminate obsolete jobs.
• Centralize the responsibility for creating new positions and determining base pay rates within the department (or unit or college) to eliminate duplication, wage compression, and ambiguous job titles and descriptions.
• Create a classification system for student employment positions and base rates, defining positions by levels of complexity, job knowledge, technical competencies and supervisory requirements.
• Plan for regular review of student work performance to coincide with expected annual increases in the minimum wage.

Interim Provost Gromko to initiate discussion of issues

President Sidney Ribeau has appointed Dr. Mark Gromko interim provost, it was announced Dec. 4. Gromko will take over for Provost John Folkins, who will now lead the new BGSU Research Institute, a nonprofit corporation formed to help faculty and staff members market their intellectual property.

Ribeau said Gromko’s experience as vice provost for academic programs has prepared him well to lead the faculty.

In a message to campus, Gromko says, “I look forward to working with faculty, staff and students as we build on our many achievements and continue to create a premier learning community. We are deeply engaged in the process of building the best university we can imagine. “Carrying through on our ideas in the face of many challenges and barriers requires the best of our problem-solving and creative thinking skills. We have much challenging and interesting work to accomplish. I will be writing to you at greater length in early January to begin the discussion of the issues we will be confronting together in the upcoming months.”

More than 1,000 to graduate at BGSU Dec. 15 and 16

Two women who have maintained 4.0 grade point averages throughout their college careers will be among roughly 1,060 students receiving degrees from the University Friday and Saturday (Dec. 15 and 16).

Dawn Franklin of Monroeville and Anastassia Young of Walbridge, candidates for bachelor’s degrees in criminal justice and technology, respectively, will graduate with Presidential Honors in recognition of their achievement. They will be part of commencement for the Graduate College and the colleges of Business Administration, Health and Human Services, Musical Arts, and Technology, set for 7 p.m. Friday in Anderson Arena.

BGSU’s 257th commencement exercises will continue at 10 a.m. Saturday, also in Anderson Arena, with students from the College of Arts and Sciences and the College of Education and Human Development.

Addressing the graduates will be Dr. Patricia Kubow, educational foundations and inquiry, on Friday, and Dr. Brett Holden, the 2005 winner of the University’s Master Teacher Award and associate director of its Chapman Learning Community, on Saturday.

The White House recognized Kubow in 2002 for her international work in the area of demo-
Holden is a faculty member in the nationally recognized Chapman community, which he helped to found in 1997. He is also associate curator of the Dorothy and Lillian Gish Film Theater and Gallery. He teaches English literature, writing, American culture studies and film, and is a faculty mentor and member of the faculty advisory committee for the BGeXperience.

The fall graduating class includes more than 60 students who will receive associate degrees and 198 students who will receive graduate degrees. The graduate students include 26 Ph.D. candidates, 170 master’s degree candidates and two candidates for the doctor of education degree.

Of the roughly 800 students receiving bachelor’s degrees, 148 are expected to graduate with honors. Sixteen students are expected to graduate summa cum laude, for maintaining a grade point average between 3.9 and 4.0. Thirty-eight degree candidates are expected to graduate magna cum laude, for maintaining grade averages in the 3.76-3.9 range, and 86 candidates are eligible for cum laude recognition, for averages in the 3.5-3.75 range. In addition, eight students receiving associate degrees will graduate with distinction.

The graduating students represent 63 Ohio counties, 33 states and 18 nations.

Log onto MyBGSU to learn what’s replacing ‘bursarables’

The University photo ID we all carry has a double identity: It is also our BG1 Card, which allows users to make purchases on campus and at select off-campus locations.

The BG1 Card will become increasingly useful to faculty and staff after January, when “bursaring” purchases will no longer be an option for them.

To learn more about the BG1 Card, its new “Assured Value” feature and the work of the Beyond Bursarables team, log onto MyBGSU and click on Beyond Bursarables under Financial Services in the My Services menu.

IN BRIEF

Ribeaus host holiday open house

President and Mrs. Sidney Ribeau invite the campus community to join them for a holiday open house from 3-5 p.m. Wednesday (Dec. 13) in the Lenhart Grand Ballroom of the Bowen-Thompson Student Union.

Light refreshments will be served.

More guidelines to come on state smoking ban

Campus community members will see new “no smoking” signs posted on building entrances as a result of the statewide smoking ban passed last month. The new law requires that the University utilize a specific sign format and font and post a phone number for reporting violations to the Ohio Department of Health.
Rules pertaining to exactly how far smokers must stay away from building entrances will be developed over the next three to six months by the state health department. Once the rules are formalized and distributed, the University will move all smoking urns to the appointed distance away from buildings.

Issue 5 created a new section in the Ohio Revised Code that requires “public places” and “places of employment” to prohibit smoking, effective Dec. 7.

This is not a new policy for the University, which was among the first nationally to recognize the health hazards of smoking and “secondhand” smoke.

CALENDAR

Monday, Dec. 11

Dissertation Defense, “Motivation Matters: A Critical Analysis and Refutation of Evolutionary Arguments for Psychological Altruism,” by Fred Curry, philosophy, 11:30 a.m.-1:30 p.m., 301 Shatzel Hall.

Wednesday, Dec. 13

Holiday Open House, hosted by President and Mrs. Sidney Ribeau, 3-5 p.m., Lenhart Grand Ballroom, Bowen-Thompson Student Union. Light refreshments will be served.

Concert, Bowling Green High School Choral Concert, 7:30 p.m., Kobacker Hall, Moore Musical Arts Center. Admission charged.

Violence and Art Film Series, “American Psycho” (2000), directed by Mary Harron, 9 p.m., 204 Fine Arts Center.

Thursday, Dec. 14


Friday, Dec. 15

Commencement Reception, for the Graduate College and the colleges of Business Administration, Health and Human Services, Musical Arts, and Technology, 5:30 p.m., 101 Olscamp Hall.

Commencement Ceremony, for the Graduate College and the colleges of Business Administration, Health and Human Services, Musical Arts, and Technology, 7 p.m., Anderson Arena.

Saturday, Dec. 16

Commencement Reception, for the colleges of Arts and Sciences and Education and Human Development, 8:30 a.m., 101 Olscamp Hall.

Commencement Ceremony, for the colleges of Arts and Sciences and Education and Human Development, 10 a.m., Anderson Arena.

Continuing Events

Dec. 11-15

Finals Week.

Dec. 16-Jan. 5

Winter Break.

Through Dec. 16

Planetarium Show, “Secret of the Star: A Show for Christmastime,” 8 p.m. Tuesday and Friday, and 2 p.m. Saturday, BGSU Planetarium, 112 Physical Sciences Lab Building. $1 donation suggested. Stargazing follows planetarium show on Friday if weather permits.

Through Jan. 6

Art Exhibition, “Meditation,” by Hye Kyung Kim, visiting artist in digital arts, Union Gallery. Hours are 8 a.m.-9 p.m. Monday-Saturday and 10 a.m.-9 p.m. Sundays.

Through Jan. 17

Art Exhibition, 57th annual Faculty/Staff Exhibition, Dorothy Uber Bryan Gallery, Fine Arts Center. Gallery hours are 10 a.m.-4 p.m. Tuesday-Saturday and 1-4 p.m. Sundays. The gallery will be closed Dec. 15-Jan. 8 for winter recess.

Through Jan. 18

Art Exhibition, Robert “Bud” Hurststone Commemorative Exhibition, Willard Wankel-
man Gallery, Fine Arts Center. Gallery hours are 10 a.m.-4 p.m. Tuesday-Saturday and 1-4 p.m. Sundays. The gallery will be closed Dec. 15-Jan. 8 for winter recess.

JOB POSTINGS

FACULTY


Labor Postings http://international.bgsu.edu/index.php?x=facinfohires

Contact the Office of Human Resources at 419-372-8421 for information regarding classified and administrative positions. Position vacancy announcements may be viewed by visiting the HR Web site at www.bgsu.edu/offices/ohr/.

Employees wishing to apply for these positions must sign a “Request for Transfer” form and attach an updated resume or data sheet. This information must be turned in to Human Resources by the job deadline.

CLASSIFIED

On-campus classified: www.bgsu.edu/offices/ohr/employment/BGSU_only/page11151.html

Off-campus classified: www.bgsu.edu/offices/ohr/employment/cl_staff/page11143.html

ADMINISTRATIVE

www.bgsu.edu/offices/ohr/employment/adm_staff/page11137.html

OBITUARY

Lona “Maxine” Allen, 76, died Dec. 1 in Maumee. She was a manager of telecommunications for BGSU, where she worked for 30 years, retiring in 1991.