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We're On Facebook!  
UWRA-Madison



# THE SIFTER

NEWSLETTER OF THE UNIVERSITY OF WISCONSIN-MADISON RETIREMENT ASSOCIATION

## UWRA NEWS

### UWRA Programs and Meetings to Continue Online, Spring 2022

BY ESTHER OLSON, UWRA PRESIDENT

After careful review and discussion, the Board of Directors has decided that UWRA will continue to use Zoom for our programs and meetings for the remainder of our program year.



During these next few months, we will continue to gather information and explore hybrid options. It is our hope that we will be able to gather in person for the UWRA Annual Meeting on May 18, 2022.

We thank you for your patience and continued support as we all navigate our "new normal." Stay well! ■

Online registration for webinars is easy, but members may also email the UWRA office at [retireassn@mailplus.wisc.edu](mailto:retireassn@mailplus.wisc.edu) or call 608-262-0641 to register for events. Webinar links and call information is included in registration confirmations and reminders that are emailed to registrants 7 and 2 days prior to events.

✓ There's still time to register

#### PUBLIC HISTORY PROJECT

**Tuesday December 7, 2021**

10:00 A.M.–NOON Online Webinar

**Registration Deadline: December 2**

Advance registration is required.

[UWRAmadison.org/event-4458217](http://UWRAmadison.org/event-4458217)

#### ECONOMIC OUTLOOK

**Wednesday December 15, 2021**

10:00 A.M.–NOON Online Webinar

**Registration Deadline: December 10**

Advance registration is required.

[UWRAmadison.org/event-4204363](http://UWRAmadison.org/event-4204363)

#### QUANTUM COMPUTING

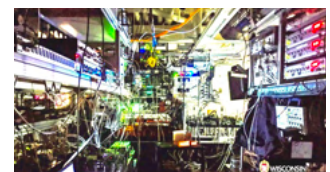
**Tuesday January 4, 2022**

2:00–4:00 P.M. Online Webinar

**Registration Deadline: December 31**

Advance registration is required.

[UWRAmadison.org/event-4453121](http://UWRAmadison.org/event-4453121)



FROM THE EXECUTIVE DIRECTOR'S DESK

## Wishing You Joy!



BY SANDI HAASE

As we approach the end of 2021, I want to extend a heart-filled thank you to each of you for your support of UWRA in 2021. Your willingness to learn a new technology, patience with me as I learned it, and your participation in committee work and program/seminar attendance is truly appreciated and has made our Association stronger. It has been an unprecedented year for all of us, but we made it



through. In a few more weeks, we will be stepping into a new year stronger than ever. UWRA is truly an example of how an association can survive and grow in the midst of a challenging health crisis.

A huge dose of joy and happiness is what we all need right now. I hope that the new year brings you and your family much happiness and prosperity and that, in time, the world will be a safe place again. Take care of yourselves and see you on Zoom soon. Happy holidays! ■

### Did You Know?

"I think I registered—didn't I? I didn't get the Zoom information."

Did you know that when registering online for a UWRA program or event, you will always receive an emailed confirmation? If you don't get a confirmation, you should first check your junk/spam/clutter folder. If not in those folders, it is likely that something happened during the registration process, and you are not registered. Try again to register, or email or call the Association office, and we'll be sure to get you registered.

If the confirmation was in your junk/spam/clutter folder, we suggest that you add UWRAmadison.org; retireasn@mailplus.wisc.edu; and admin@uwramadison.org to your list of "safe senders and domains." ■

FINANCIAL MATTERS

## Seeking Financial Speaker Topics and Committee Volunteers

BY JACK SORENSON, CO-CHAIR, COMMITTEE ON FINANCIAL MATTERS IN RETIREMENT

Assistance requested! The UWRA's Committee on Financial Matters in Retirement (CFMR) is starting to plan programs for the 2022–2023 academic year and requests your suggestions for topics and speakers that would address your financial concerns in retirement.

Are there questions you have that were not addressed by recent programs? Are you curious or worried about an economic or financial issue? Let us know what you would like to learn.



CFMR is also seeking volunteers to serve as committee members. Please consider joining us. The total annual time commitment is nine monthly two-hour meetings (plus prep) and roughly 8–12 hours working as a seminar coordinator. We expect committee members to organize two seminars per year, with two members serving as co-coordinators for each seminar. In addition, we hope that committee members will attend as many as they can of the nine seminars we offer each year.

Seminar/speaker suggestions and self-nominations to the committee can be sent to Jack Sorenson, CFMR co-chair, at [jwsoren1@wisc.edu](mailto:jwsoren1@wisc.edu). We look forward to hearing from you. ■

### New ON THE WEBSITE [UWRAmadison.org](http://UWRAmadison.org)

- Video recording: **It's Your Choice 2022 Update, October 12**
- Video recording: **Madison Sister City Program, October 26**
- Video recording: **Imaginative Technologies for Student Learning, October 29**

**UWRA NEWS**

**New Roles on Board**



**Jane Dymond, UWRA  
President-Elect**

**P**rior to her election as president-elect, Jane served on the UWRA Board representing the University Staff cohort. Additionally, she served as chair of the Luncheon Committee and now is a member of the UW-Madison Retirement Issues Committee. Prior to her retirement from the University in 2018, Jane worked in the Office of Human Resource Development, the Office of the Vice Provost for Diversity and Climate, and the Office of Quality Improvement.

Jane has been a docent at the Chazen Museum of Art since 2010. She is currently serving a three-year term as a UW Ombuds. In her spare time, she loves spending time with her sons Jason and Karl and their families, including four grandchildren. She is an avid reader and knitter.

**Mary Czyszczak-Lyne, Board of  
Directors, University Staff Cohort**



Mary Czyszczak-Lyne [chin shock line] retired in June 2016 after nearly 44 years of service to UW-Madison. In her last position, she served eleven years as the program administrator for the College of Letters and Science Honors Program. She was actively involved in university staff shared governance, elected to the University Staff Executive Committee, and served on related committees. In addition, she had the pleasure of serving on Chancellor Blank’s search and screen committee.

She also served on numerous campus-wide committees and projects over the course of her career. She received emerita status from the University

upon her retirement. Mary was a member of AFSCME Local 2412, serving on its executive board and as a Union steward.

In the community, Mary serves as chair for the City of Madison’s Ethics Board, is a member and vice-chair of the city’s Joint Campus Area Committee representing the Regent Neighborhood, is the secretary and University Relations chair for the Regent Neighborhood Association, and is a member of UW-Madison’s Design Review Board.

Within UWRA, Mary is presently co-chair of the Membership Committee, project lead of the Strategic Planning Framework process, chair of the Luncheon Committee, friend of the UW-Madison Retirement Issues Committee, and chair of the UWRA 2023 Big Ten Steering Committee hosting the Big Ten Retirement Associations conference in August 2023. Mary has served as UWRA president-elect, president, and immediate past president and is currently serving on the Board of Directors representing the University Staff Cohort. ■



**EAST-WEST  
VIRTUAL BREAKFAST**

**Thursday, December 9, 2021**

9:00–10:00 A.M.

Online Meeting

**Registration Deadline: December 6**

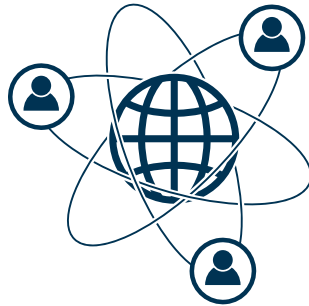
Advance registration is required. Register online at:  
[UWRAmadison.org/event-4439472](https://UWRAmadison.org/event-4439472)

WEBINAR RECAP

## Madison's Sister Cities

BY TOM EGGERT, MEMBER, RETIREMENT OPPORTUNITIES COMMITTEE

In October, UWRA participants learned that Madison currently maintains "Sister City" relationships with nine cities around the world. Laila D'Costa, the city's coordinator and chair of the Sister City Collaboration Committee, spoke about the history of the program and the breadth of cities currently represented. Madison currently has active programs with Arcatao, El Salvador (established in 1986); Freiburg, Germany (1988); Vilnius, Lithuania (1988); Camaguey, Cuba (1994); Mantova, Italy (2001); Obihiro, Japan (2003); Tepatitlan, Mexico (2012); Kanifing, The Gambia (2016); and Bahir Dar, Ethiopia (2018). Following D'Costa's presentation, we heard from Madison representatives for three of the programs.



Charles James (Madison and Freiburg, Germany); Jo Oyama Miller (Madison and Obihiro, Japan) and Frank Alfano (Madison and Mantova, Italy) each spoke about the history and importance of their sister city efforts. UWRA members received an invitation to contact any of the sister city chairs for information regarding a visit to those cities. In addition, if anyone is interested in learning more about a sister city and meeting some wonderful people, all of the sister city programs welcome new members.

Finally, if you know of another city that shares some attributes with Madison (size, relative latitude, main businesses, etc.) and would like to investigate starting a sister city program, there is a standing invitation to the UWRA to develop new sister city relationships.

Visit the UWRA website ([UWRAmadison.org](http://UWRAmadison.org)) then select Resources/Presentations/2021–22 Sept–Dec) to watch a video recording of the program. ■

WEBINAR RECAP

## ETF Webinar Helped Members Choose 2022 Health Insurance

BY MILLARD SUSMAN, MEMBER, COMMITTEE ON FINANCIAL MATTERS IN RETIREMENT

Early in October, as the "It's Your Choice" deadline approached, the Committee on Financial Matters offered a webinar on the health insurance plans available to state employees and retirees in 2022.

The webinar was presented by Eileen Mallow, director of the Office of Strategic Health Policy at the Wisconsin Department of Employee Trust Funds, and her expert team. We want to thank the team from ETF for their excellent presentation. They summarized the changes that have occurred since last year and explained the differences among the several available plans on offer for next year.

By this time, you have already made your choice, but—should you care to review these issues—please visit the UWRA website ([UWRAmadison.org](http://UWRAmadison.org)) then select Resources/Presentations/2021–22 Sept–Dec) to watch a video recording of the program. ■

✓ **SAVE THE DATE**

**CRYPTOCURRENCIES AND  
BLOCKCHAIN TECHNOLOGY,  
EXPLAINED**

**Tuesday, January 25, 2022**

**10 A.M.–NOON**

Hold this date for a special webinar explaining cryptocurrencies and BlockChain technology. Shailesh Shah (Coinbase) and Brad Chandler (UW–Madison School of Business) will be focusing on the past, present, and future of cryptocurrencies and the evolving and important role of blockchain technologies in backstopping and protecting cryptocurrencies.

Many have heard about the evolution of cryptocurrencies and the increasingly role they are playing in our financial system. Come join us to learn more about these sophisticated and controversial new technologies.

## WEBINAR RECAP

## Imaginative Technologies for Student Learning

BY BRAD HUGHES, MEMBER, ELECTRONIC TECHNOLOGY COMMITTEE

In October, the Electronic Technology Committee presented an engaging and informative webinar about innovative uses of technology in teaching and learning at the university. The program featured four creative and dedicated faculty and academic staff from an intentionally wide array of disciplines and kinds of instruction.

Gordon Enderle, faculty associate in risk management and insurance at the School of Business, demonstrated his use of a lightboard studio to teach a real-time online course on financial math. He could face his online students as he hand-wrote questions, worked out formulas, and shared images and documents on a glass “chalkboard” directly in front of him. He was able to instantly incorporate ideas and responses from his students, interactions that characterize the best in-person teaching.

Kristen Pecanac, assistant professor in the School of Nursing, shared an online approach she developed for an undergraduate nursing course, to help students learn how to make clinical decisions and to overcome shortcomings common in online discussions. Student were offered varied virtual and real clinical tools to design care for specific patients (e.g., results of a diagnostic test, a stethoscope, or a fact from a patient history). Students then worked collaboratively online to determine priorities for treatment.

Martin Foys, professor and director of graduate studies in the Department of English, demonstrated Digital Mappa. It’s a rich tool, ten years in the making, that he and colleagues have developed. Both instructors and students act as digital curators, annotating complex texts and images and building connections across them—all without knowing code.

Offering a campus-wide perspective from the Provost’s Office, John Zumbrunnen (the Hadley Family

Professor for Teaching and Learning Excellence, vice provost for teaching and learning, and professor of political science) explained that, although the pandemic unleashed creative new uses of technology among instructors, it also raised important questions about future ways of learning and about access and equity.

Through the Engage eText project, for example, UW-Madison students have saved millions of dollars on textbook purchases over three years. As students use technology for learning, enormous amounts of data are collected about their practices, which can help instructors develop a clearer understanding of how students learn. At the same time, the university needs to address the privacy and equity risks in collecting all that data.

If you were not able to attend the live webinar, we’ve got good news . . . this webinar is posted on the UWRA website ([UWRAmadison.org](http://UWRAmadison.org). Select Resources/Presentations/2021–22 Sept–Dec) to watch a video recording of the program. We really encourage you to take a look—we think you’ll find it fascinating and rewarding! ■



### UWRA Webinars Are Free, but Please Consider a Food Pantry Contribution in Lieu of Fees

Open Seat Food Pantry is the sole designated UWRA food donation recipient for 2021–22. Open Seat ([asm.wisc.edu/the-open-seat/](http://asm.wisc.edu/the-open-seat/)) is a student-run food pantry on campus that strives to alleviate food insecurity for students. It is a vital service provided by Associated Students of Madison (ASM). Consider making a donation to Open Seat with a check payable to UW Foundation, with “Open Seat” on the memo line. Mail donations to UWRA, 21 North Park Street, Room 7205, Madison, WI 53715-1218. ■

MEET A UWRA MEMBER

# WiscCal and Choral Music

BY GUY STALNAKER, UWRA MEMBER



I was born in Starke, Florida, though I did not live there until I was 11 years old. Starke is my mother's hometown, where she was visiting when I surprised everyone and came early. When I was 11, we moved back to Starke after my parents divorced.

I started working summers on my aunt and uncle's farm as a 13-year-old. I worked nearly 24 years at DoIT, starting at the Help Desk before I became a full-time employee in Roger Hanson's EMT group. I thus had a nearly 50-year working life (which is why I was ready to retire at 62).

Despite a 30-year career in information technology (starting at Florida State University), none of my formal education was in IT: a BA in liberal arts with a music emphasis from Stetson University, a MM in music theory from FSU, and an "ABD" for a doctorate in music theory from UW-Madison. Being able to read a manual and understand it? That was priceless!

I was privileged to be a part of something extraordinary at DoIT, working with terrific people in the

deployment and running of WiscCal which was, when we went live, the first campus-wide calendaring system provided by a university to its students. When we brought faculty and staff online, that was also the largest calendaring service deployment on U.S. campuses. The work colleagues and I did was both exhilarating and humbling—a tremendous responsibility.

As you can imagine, a global pandemic has an effect on what a retiree can do. I've been working on various projects (e.g., digitizing vinyl albums) and taking day trips around southern Wisconsin. I hike in the many county and state parks and travel the bike trails in south Wisconsin. My favorite part of retirement is that every day is Saturday! I sometimes plan ahead, but often I look outside and—if the weather forecast is good—off I go. My least favorite part of retirement is having friends who still work and can't just pick up and go with me.

The most surprising thing I do, because I have no training for it and it is rather mysterious how it happens, is that I compose music, mostly sacred choral music. My compositions have been performed in the United States, Canada, England, France, and Australia! ■

OCTOBER 1-31, 2021

## WE WELCOME NEW MEMBERS

**Tammy Banfield,**

*Philosophy*

**William Busse,** *Medicine*

**Charles Byers,**

*Geoscience*

**Melinda Habecker,**

*Extension*

**Mary Huser,** *Extension*

**Richard Larson**

**Barbara A. Lewis**

**Joe Loesch**

**Gladys Lopez,** *Ob/Gyn*

**Scott Springman,**

*Anesthesiology*

**Jegan Sriskandarajah,**

*Mathematics*

**Thomas Tews,** *Libraries*

**Andy Witherell,** *Plant*

*Pathology*

**{ The UWRA is your network in retirement! }**

**ACTIVITIES IN RETIREMENT**

**Photography, from Snaps to Art**

BY DIANE KRAVETZ, UWRA MEMBER

**A**fter I retired from the UW-Madison School of Social Work in 2007, I began taking courses in photography. I expected that I would enjoy these courses, given my long-standing obsession with taking pictures of my family and friends. However, I soon developed a passion for this powerful form of expression. I had much to learn about the technical aspects of photography and how to make pictures that were beyond snapshots. I honed my image-making skills through in-person and online courses and by taking workshops in the U.S. and



abroad. I learned to use cameras with interchangeable lenses and became proficient with photo-editing software and printing my work on my own inkjet printer.

At first, I focused on various forms of representational photography, including event, travel, and street photography. Then, about 8 years ago, I became interested in fine-art photography, in becoming more artistic and creative in my approach. I love the process and challenge of being an artist, working to interpret the world with my own vision. I particularly enjoy creating composite images, combining multiple images to create a new one, like the two composites here that I made in response to the pandemic. Photography has given

me a new way of seeing and a new way of being. I am looking forward to continuing this rewarding journey. ■



**CALL FOR ARTICLES**

**Tell Us about Your Own Activities in Retirement**

**W**e invite you to contribute an account of a specific activity—a hobby, volunteer effort, craft, sport, etc.—that’s keeping you busy and engaged in retirement.

Bob Jokisch coordinates this series and can be reached at [bobjokisch@gmail.com](mailto:bobjokisch@gmail.com).

**Guidelines** In 250 words or fewer, describe:

- what you do and its relationship (if any) to what you did before retirement
- where you have a chance to do it and with whom
- how you found your way into the activity—and how others might also
- what results you have experienced (pleasures and drawbacks of the pursuit).

If possible, also submit a photo related to your new activity. ■

## REFLECTIONS

# The Joy of Socks

BY MARY BARNARD RAY



It's been a long time coming this year, but finally I get to wear my winter clothes. This is something I look forward to each year, right after the glorious russets and glowing yellow leaves of autumn. Snuggling into a cowl-necked sweater is like a morning hug. The fuzzy inside of a favorite sweatshirt soothes me as I do household chores. And don't even get me started on the feel of those heavier yoga pants!

I know many people find those extra layers to be a chore and a bother, but for me they are layers of protection from the bumps and bruises of daily life. If I feel cold, I can always add another layer. That's an option I don't have for getting cooler in the summer! Maybe the clothes are heavier, but I just count that as my weight-bearing exercise for the day.

Putting the flannel sheets on the bed is a cause for celebration each year, a moment eagerly awaited. Sliding into bed that night, I focus on the thousands of soft points of cotton touching my skin. Attending to so many points of subtle contact makes it easy to forget the thoughts of the day. I move into a quiet sensory experience, so different from the smooth, fresh feel of percale. With a pleasantly cool nose and a comfortable, warm body, I drift off to sleep in no time.

Then, every morning when I wake, I get to experience ... socks! Thick, fuzzy, wiggle-your-toes-to-get-into socks, socks so soft and warm that I need a larger sized shoe to wear them. Socks that push the thin, white, puny exercise socks of summer into the corner of the drawer where they can cower in crowded little knots in awe of their big siblings. Getting out these winter socks is another welcome ritual each fall. I have socks with snowflake patterns, socks with Nordic designs, and somber

single-colored pairs of SmartWool socks. I love them all.

I have given up on coordinating my socks with the rest of my wardrobe for the day, as it never seems to work out right. Abandoning that old habit troubles me a bit, but then I think of the phrase "with giddy abandon," and I am at peace with the change. No longer feeling slightly shy about my lack of toenail polish, my feet are ready for new adventures. They boldly stride where they have not gone before, or at least to the outer reaches of my kitchen to get some breakfast. ■

## VOLUNTEER OPPORTUNITY

# Volunteer Tax Preparers Needed, Free Training

BY GAIL BERGMAN, UWRA MEMBER AND VITA VOLUNTEER

Goodwill of South Central Wisconsin (SCWI) is proud to again be offering Volunteer Income Tax Assistance (VITA) clinics, and we need your help. The VITA clinics are designed to provide free tax-preparation assistance to low-income taxpayers such as the elderly and individuals with disabilities, and to people with limited English-language skills.

Be a part of bringing millions of dollars each year into the homes of low-income families, allowing them to pay bills, prepare for home ownership, and be an active part of local economies by volunteering. You don't have to be an accountant to volunteer, just a commitment to our community. You can decide how much volunteer time to provide and whether to prepare taxes on site while socially distanced, or remotely from home.

This year, training will again be provided via Zoom and through self-paced, e-learning courses through the IRS "Link and Learn" training program. Training sessions will begin in early January and continue until the start of the tax preparation season in February. For more information, please contact Kate Buenger at [kbuenger@goodwillscwi.org](mailto:kbuenger@goodwillscwi.org) or call 246-3140, extension 1190. ■

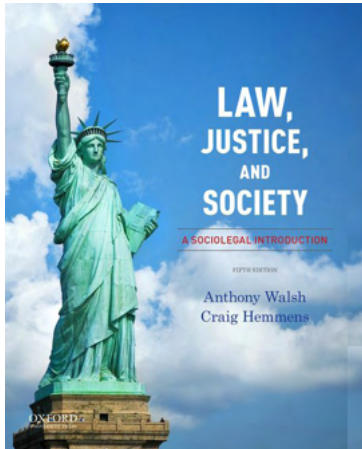


**BOOK MARKS**

## Law, Justice, and Society

BY HUGH SCHMIDT, MEMBER, ELECTRONIC TECHNOLOGY COMMITTEE

**L**aw, Justice and Society: A Sociolegal Introduction, Fifth Edition (Oxford University Press, 2020) provides a fully grounded understanding of the nuts and bolts of legal operations and justice while connecting them to their sociological origins. And, this engaging book illustrates foundational legal concepts with accessible stories, such as the way that Chief Justice John Marshall established powers of judicial review in the U.S. Supreme Court by playing incoming and outgoing presidents against each other.



Authors Anthony Walsh and Craig Hemmons contend that, while custom may be a sufficient basis for laws in pretechnological societies where cultural change is very slow, as citizens in our highly technological, globally connected, and rapidly changing America, we continually seek a better understanding of our current legal system. Its foundations have evolved over thousands of years beyond Plato’s theory of ultimate realities. The twentieth-century legal philosopher, John Rawls, compared law to scientific theory, observing that “unjust” laws are reformed as society searches continuously for contemporary truths. Since the nineteenth century, we have favored equality as well as meritocracy to define in law the relationship between persons and institutions.

The book’s range is substantial. It adds the history and enforcement of environmental law to the traditional categories of civil law (tort, property, contract, and administrative). It explicates the structure and history of federal and state

courts, and it lays out the steps for making and adjudicating law in our American common law system, comparing it with prevalent legal traditions: civil (mainland Europe), Islamic (Middle East), and socialist (China). In a chapter devoted to the relationship of law to justice, Walsh and Hemmons contrast positive, statutory law with universal moral standards of natural law. They also offer an engrossing chapter on feminist legal theory and history as well as a twenty-page glossary of legal terms. ■

Please email book reviews for the Book Marks column to column coordinator Laurie Mayberry at [laurie.mayberry@wisc.edu](mailto:laurie.mayberry@wisc.edu).

**AROUND TOWN**

## Senior Services and Activities for Many Needs and Interests



### The Madison Senior Center

hosts a variety of in-person and online activity groups, including a monthly Zoom book club, a weekly Zoom Spanish-language conversation group, and the twice-monthly discussion group Gay, Gray, and Beyond. There are also options to shoot some pool, find a partner for table tennis, or join a Wii bowling league. Visit [cityof-madison.com/senior-center/programs/groups-games](http://cityof-madison.com/senior-center/programs/groups-games) for details and to explore other MSC programs.

**SAIL (Sharing Active Independent Lives)** is a nonprofit membership program that offers activities, socialization, and support for seniors. Their activities include a book club, a writing club, a mall-walking program, delivery of holiday meals, opportunities to volunteer in the community, and a variety of workshops and presentations. Some examples of support services seniors can request (or volunteer to provide) include mattress-flipping, notary service, shredding of documents, gift wrapping, and in-home technical help. Visit [sailtoday.org/](http://sailtoday.org/) for more information. ■

## WEBINAR RECAP

# Endemic COVID: Evolving Viruses, Changing Immunity

BY MILLARD SUSMAN, MEMBER, RETIREMENT OPPORTUNITIES COMMITTEE

**O**n October 7, Tom Friedrich, professor of pathobiology in the UW School of Veterinary Medicine, gave us a superb update on COVID-19. In his previous March webinar for UWRA, he described the biology of infection by the corona virus, mechanisms of spread, clinical trials of vaccines, and the evolution of genetic variants that might affect the course of the pandemic that has so disrupted our lives. In his October remarks, Friedrich described the extensive scientific surveillance of the COVID-19 pandemic over the past seven months. He concluded with some informed forecasts concerning our lives with coronavirus:

**The delta genetic variant of the virus has become the dominant version** found in US and Wisconsin populations, displacing virtually all other genetic strains.

**The vaccines have been remarkably successful in defending against hospitalization and death**, but management of the pandemic requires careful definition of “protection” against the virus. Comparisons of vaccinated and unvaccinated subjects show that the vaccine is much more effective in preventing infection of the lower respiratory tract (lungs) than the upper respiratory tract (nose and pharynx). The virus can grow well in the upper respiratory tract of vaccinated people and can reach levels as high as those seen in unvaccinated individuals, even in asymptomatic vaccinated people. Vaccination helps to reduce susceptibility and transmission, but it does not provide complete protection. So, **mask-wearing is important**.

**Immunity to infection does decline with time after vaccination**, but protection against severe disease does not fall off as rapidly as overall protection against infection. **Booster shots provide strong protection** against symptomatic infection and are highly recommended.

**Vaccination of populations in low-income countries has lagged** very far behind those in high-income countries, a situation that, for obvious reasons, calls for rapid investment by high-income countries.

**This virus is not likely to disappear.** It will most likely become an endemic pathogen, fluctuating over the seasons and demanding new control strategies that evolve as the virus evolves.

Please visit the UWRA website ([UWRAmadison.org](http://UWRAmadison.org)) then select Resources/Presentations/2021–22 (Sept–Dec) to watch a video recording of the program. ■



## ELECTRONIC TECHNOLOGY

# Windows 11 Coming Soon to a PC Near You

BY RACHEL BAKER, MEMBER, ELECTRONIC TECHNOLOGY COMMITTEE

Windows 11 became available October 26 and is being rolled out to computers currently running Windows 10. This upgrade will install automatically as a Windows Update on any computer with compatible hardware. The upgrade should not cause you any problems but is likely to appear without much warning, so be aware.

If you are concerned about compatibility of existing applications or any other questions, please don't hesitate to contact [UWRA.tech@gmail.com](mailto:UWRA.tech@gmail.com). We're here to help! ■

**RETIREMENT OPPORTUNITIES**

# Gerrymandering Redux

BY MILLARD SUSMAN, MEMBER, RETIREMENT OPPORTUNITIES COMMITTEE

Wisconsin is in the midst of its decennial kerfuffle over redistricting, in which the majority party in the Legislature draws new boundaries for our voting districts and the minority party howls over the unfairness of it. This exercise is predictably controversial because the definition of “fairness” is both complex and subtle.



If you want to dig into the interesting details of this issue, you might find the following information sources useful.

Wisconsin Public Radio has prepared a series of



five podcasts on redistricting in Wisconsin, which are available for listening or reading at: <https://www.wpr.org/mappedout/redistricting-underway-wisconsin-what-it-anyway>

**Jordan Ellenberg** UW-Madison math professor Jordan Ellenberg has written a (rather mathematical) paper on the subject of redistricting and gerrymandering. It is available at: <https://arxiv.org/pdf/2006.10879.pdf>

Ellenberg has also included a discussion of gerrymandering in his recent book, *Shape: The Hidden Geometry of Information, Biology, Strategy, Democracy, and Everything Else* (Penguin Press, 2021). The chapter “How Math Broke Democracy (and Might Still Save It),” presents a lucid (and occasionally hilarious) discussion on the definition of “fairness” and the inability of the Supreme Court of the United States to grasp that definition. ■

## ■ UW-Madison Retirement Association Calendar Dates ■

Continue to monitor the [UWRAmadison.org](http://UWRAmadison.org) website for further updates.

- |                             |                 |  |
|-----------------------------|-----------------|--|
| • Tuesday, December 7       | 10:00 A.M.–NOON | <i>UW-Madison Public History Project</i>                     |
| • Thursday, December 9      | 9:00–10:00 A.M. | <i>East-West Virtual Breakfast</i>                           |
| • Wednesday, December 15    | 10:00 A.M.–NOON | <i>Economic Outlook: Returning toward Normal?</i>            |
| • Tuesday, January 4, 2022  | 2:00–4:00 P.M.  | <i>What is Quantum Computing?</i>                            |
| • Tuesday, January 25, 2022 | 10:00 A.M.–NOON | <i>Cryptocurrencies and Blockchain Technology, Explained</i> |
| • Tuesday, February 8, 2022 | 10:00 A.M.–NOON | <i>Making Your Money Last as Long as You Do</i>              |
| • Tuesday, March 15, 2022   | 10:00 A.M.–NOON | <i>The 12 Most Important Investment Lessons I Know</i>       |
| • Thursday, March 24, 2022  | 2:00–4:00 P.M.  | <i>Civilizations in Italy from Antiquity to the Present</i>  |
| • Tuesday, April 12, 2022   | 1:00–3:00 P.M.  | <i>Annual SWIB and ETF Update</i>                            |
| • Tuesday, May 10, 2022     | 10:00 A.M.–NOON | <i>A Bucket Approach to Investing</i>                        |
| • Wednesday, May 18, 2022   | NOON–4:00 P.M.  | <i>Annual Membership Meeting, Luncheon, Speaker, Tours</i>   |

For information on upcoming PLATO trips, visit [platomadison.org/page-18561](http://platomadison.org/page-18561). For information on Board and Committee meetings and deadlines for **The Sifter**, see the UWRA website at [UWRAmadison.org](http://UWRAmadison.org).

## THE SIFTER

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