



Exploring the Newest Stadiums | **Pg. 10**



Strategic Plan | **Pg. 4**



Devil's Lake Virtual Tour | **Pg. 3**



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THE SIFTER

NEWSLETTER OF THE UNIVERSITY OF WISCONSIN-MADISON RETIREMENT ASSOCIATION

FINANCIAL WEBINAR

Annual ETF and SWIB Updates

BY JOAN GILLMAN AND KAY REUTER-KROHN, MEMBERS, COMMITTEE ON FINANCIAL MATTERS IN RETIREMENT

More than 648,000 members, including current state and local government employees and retirees, look to the Wisconsin Retirement System (WRS) to help provide for their retirement. The State of Wisconsin Investment Board (SWIB) is the independent state agency responsible for investing the assets of the retirement system. The Wisconsin Department of Employee Trust Funds (ETF) is the state agency that administers retirement, insurance, and other benefit programs for active state and local employees and for retirees participating in the WRS.

Rochelle Klaskin and Brian Hellmer of SWIB will discuss market volatility, SWIB's investment strategy, and other initiatives being implemented on behalf of the WRS. Secretary John Voelker of ETF will project future Core and Variable fund annuity adjustments and talk about the important levers that keep the WRS nearly 100% funded and able to pay promised benefits. ■

*If you have preliminary questions for the speakers, please email them to program coordinators Kay Reuter-Krohn at kreuterkrohn@gmail.com and Tim Norris at tim.norris@wisc.edu by **April 16**.*



Rochelle Klaskin is SWIB's deputy executive director and chief administrative officer. **Brian Hellmer** is SWIB's managing director of global marketing strategies. **John Voelker** is secretary of the Department of Employee Trust Funds.

Food Pantry Contributions

\$ Checks 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.

ETF AND SWIB UPDATES

Tuesday, April 20, 2021
10:00 A.M.–NOON
Online Webinar
Registration Deadline: April 16

Advance registration is required. Register online at: <https://uwramadison.org/event-4150979>
You may call or email the Association Office to register. The webinar link and call information will be included in registration confirmations and meeting reminders emailed to registrants.

FROM THE EXECUTIVE DIRECTOR'S DESK

Heartfelt Thanks, and Welcome!

BY SANDI HAASE



Since November 2016, Deb Lauder has coordinated the *Meet the Member* column in *The Sifter*. Under her oversight we have had the opportunity to meet a wide range of UWRA members—many of whom we might not have had the opportunity to “meet”

during our working life on campus. This column has been widely successful, as so many of you said yes when Deb reached out. I’m sure that *Sifter* readers have learned things that surprised and delighted you.

Thank you, Deb, for initiating this column and serving as the first coordinator. You definitely deserve a rest. With spring just around the corner and summer not far behind, you’ll be able to enjoy some extra time on the golf course!

While we say so long to Deb, please join me in welcoming Crescent Kringle as the new column coordinator. You can meet Crescent in this issue, as she is featured in this month’s *Meet a Member* column. Thank you, Crescent, for taking on the position of column coordinator.

If Crescent reaches out and asks you to share your story, I hope you say yes. It’s a great way to meet our fellow members. The success of UWRA is a direct result of the contributions of its many volunteers sharing their time, talents, and expertise. Thank you again to Deb and Crescent for sharing your time with all of us. ■

Changes on the Board of Directors

BY CHRIS KLEINHENZ, PRESIDENT, UWRA

After many years of service to the UW, former Provost Paul DeLuca and his wife Florence left Madison a few months ago to be closer to family in

Pittsburgh. Before leaving, Paul had hoped to continue to serve—virtually—on the Board, but this arrangement proved to be difficult. We thank Paul for his valued service on the UWRA Board of Directors and wish him all the best in his new surroundings and endeavors. To fill out Paul’s term on the Board, we are pleased to announce that Millard Susman, one of our former UWRA presidents and longtime member and contributor, has accepted the Board’s invitation to serve as Paul’s replacement for the remainder of his term. ■

✓ SAVE THE DATES

ONLINE UWRA EVENTS

ANNUAL MEMBERSHIP MEETING

with Gary Brown, Campus Master Plan

Tuesday, May 11 10:00 A.M.–NOON

Registration: UWRAmadison.org/event-4156685

ONLINE TECH CLINICS

When do I need to replace my aging computer, tablet, or smartphone?

10:00 A.M.–NOON

Friday, May 14 desktop and laptop computers

Friday, May 21 tablets and smartphones

Send advance questions and suggestions to

uwra.tech@gmail.com.

STATE BUDGET 2021

with Jason Stein, Wisconsin Policy Forum

Tuesday, May 18 10:00 A.M.–NOON

Registration: UWRAmadison.org/event-4196626

INTERNATIONAL CRANE FOUNDATION

with George Archibald, co-founder

Tuesday, May 25 10:00 A.M.–NOON

Registration: UWRAmadison.org/event-4211467

UWRA BOARD NEWS

Our Strategic Framework, Phase 2

BY MARY CZYNSZAK-LYNE, PROJECT LEAD, STRATEGIC FRAMEWORK

Last year I reported on Phase 1 of the UWRA Strategic Plan. Dedicated members worked very hard this past year to accomplish most of the initiatives. To find the 2020–2025 Strategic Framework, Priorities, and Actions, go to UWRA-madison.org/page-1075430



In February 2021, a small group convened with facilitator and UWRA member Maury Cotter to develop Phase 2. We reaffirmed the 2020–2025 framework that includes indicators of success and strategic priorities and actions. The Board of Directors received a briefing on the process at the February board meeting.

The Board accepted the strategic framework and its priorities and also approved workgroup appointments to undertake the second set of priorities.

The Phase 2 priority initiatives are:

- Explore and implement a fee for print editions of *The Sifter*
- Explore internships to engage students in projects benefitting both the Association and the University, along with greater outreach to similar organizations
- Explore implementation of a dues increase
- Engage and connect with our membership by mining the membership survey findings.

If you are interested in working on the strategic framework initiatives, please contact me at czynszaklyne@gmail.com.

Hats off to participants

Thanks go to Bob Dye, Mary Czynszak-Lyne, Marian Fisher, Joan Gillman, Sandi Haase, Karen Holden, Chris Kleinhenz, Jerry Kulcinski, Jurgen Patau,

Esther Olson, and Rob Seltzer for their continued work. We express gratitude to the Member Survey Workgroup: Sandi Haase, Karen Holden, Mary Beth Plane, and graduate student Yao Zhao, and to the Remuneration Workgroup: Mary Czynszak-Lyne, Bob Dye, Marian Fisher, Jurgen Patau, and Beth Zemp. Heartfelt thanks go to Maury Cotter for guiding our process and outcome. ■

You Spoke, We Are Listening: Implementation of a Subscription Fee for Print Editions of *The Sifter*

BY UWRA BOARD OF DIRECTORS AND STRATEGIC FRAMEWORK IMPLEMENTATION GROUP

The 2020 membership survey and the Strategic Framework Planning Group identified a self-supported newsletter as a priority to maintain the Association’s strength and sustainability. While *Sifter* editing and page layout are done on a volunteer basis, printing and mailing costs are supported by member dues. Currently 30% of the annual UWRA budget is allocated to the cost of printing and mailing *The Sifter*. These costs continue to escalate and are not sustainable.

Plans are underway to introduce a subscription fee for a printed edition of *The Sifter* starting with the September 2021 issue. This subscription fee will be an optional “add-on” benefit to membership dues. All membership levels, including “not yet retired” or “out of area” members, will be eligible to subscribe to a printed *Sifter* edition. As a benefit of membership, all members will continue to receive a digital edition of *The Sifter* at no cost.

The Board of Directors has approved this initiative, work group, subscription fee, and implementation plan. The Strategic Framework Work Group is working with the Business Office and Operations Team to implement this subscription fee initiative and rollout to the membership. Watch your mail. A separate letter with specific details will be sent to each member household in April.

Any questions about this initiative and implementation may be directed to Mary Czynszak-Lyne at czynszaklyne@gmail.com. ■

TRAVEL WEBINAR

Devil's Lake Virtual Hike

BY ALLEN LIEGEL, MEMBER, TRAVEL COMMITTEE



Many of us have traveled to Devil's Lake State Park. Perhaps we went there to picnic, see the Indian Mounds, hike the 30 miles of trails, swim in the lake, paddle a canoe, or perhaps dance in the pavilion as my parents used to do.

Situated along the Ice Age National Scenic Trail, the park offers magnificent views from 500-foot quartzite bluffs overlooking a 360-acre lake. These are part of the Baraboo Range, which scientists believe formed 1.6 billion years ago, making the bluffs one of the most ancient rock outcrops in North America. The park normally offers year-round naturalist programs.

Now, from your home, enjoy a virtual hike at Devil's Lake with Brooke Norsted of the UW-Madison Geology Museum. Enjoy the beautiful bluffs and forest while learning about the interesting geological and historical stories Devil's Lake has to tell.

With video, photos, and live commentary, Norsted will lead us on a tour of Wisconsin's most popular state park. As part of this adventure, participants will be able to ask questions or share memories. ■

If you have preliminary questions for the speaker, please email them in advance to program coordinator Allen Liegel at arliegel@wisc.edu by April 20.



Brooke Norsted is the assistant director of the UW-Madison Geology Museum and an expert on rocks from this region and their formations. She spearheads the outreach components of multiple geoscience faculty NSF and NASA grants, manages collections, coordinates museum outreach events, and runs a tour program that (normally) educates over 10,000 people each year.

DEVIL'S LAKE STATE PARK Virtual Hike

Friday, April 23, 2021

10:00–11:30 A.M.

Online Webinar

Registration Deadline: April 20

Advance registration is required. Register online at: UWRAMadison.org/event-4172902
You may call or email the Association Office to register. The webinar link and call information will be included in registration confirmations and meeting reminders emailed to registrants.

Food Pantry Contributions



Checks 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.

Did you know...?

Have you looked for something on the UWRA website but are not sure where it is? UWRAMadison.org has a fairly robust search feature located in the footer of each webpage. Next time try "searching" a key word or phrase. ■

MEET A BOARD MEMBER**New on Board: Millard Susman**

I have agreed to replace Paul DeLuca on the UWRA Board for the remainder of DeLuca's term (see page 2). I have been a member of UWRA since I retired in 2002. I'm active on several committees—Financial Matters in Retirement, Electronic Technology, and Retirement Opportunities—and, in the past, I served on the UWRA Board and as president of the Board.



While on the active faculty, I did research on the genetics of bacterial viruses and taught courses in general genetics and microbial genetics. I am the coauthor of a general biology textbook and a cytogenetics textbook and was a founding member of the Biology Core Curriculum (Biocore). I served as chair of the Lab of Genetics for 14 years, associate dean of the Medical School for nine years, and director of the Center for Biology Education for seven years.

As a retiree, I have done some traveling with my wife, Barbara, and attended countless classical music concerts and opera performances. I participate in a reading group (the Zoology, Evolution, and Genetics Reading Group—ZERG) that dissects roughly four books a year. We're currently working on *Entangled Life: How Fungi Make Our Worlds, Change Our Minds & Shape Our Futures* by Merlin Sheldrake.

Barbara and I have a son, five grandchildren, and three great-grandchildren. ■

TURNER WINS BOOK AWARD

In a postscript to the webinar on Pandemic Schooling, Professor Erica Turner's book, *Suddenly Diverse: How School Districts Manage Race and Inequality*, has won the 2021 Erickson and Hornberger Book Award for Outstanding Ethnography in Education, awarded by the Ethnography in Education Research Forum. ■

WEBINAR RECAP**Equity in Pandemic Schooling**

BY LOUISE S. ROBBINS, MEMBER, ELECTRONIC TECHNOLOGY COMMITTEE

If you missed the excellent February program with Professors Gloria Ladson-Billings and Erica O. Turner and Madison Metropolitan School District Superintendent Carlton Jenkins, you can still view the recording and also gain access to the slides that were presented. Go to UWRAmadison.org, then to Resources/Presentations/2020-21 (Jan-June).

Our presenters pointed out that educational inequities were hardly created by the pandemic, but they have been accented and exacerbated by it. Turner reminded us that systemic inequalities in health, housing, food security, jobs, internet access, and the like are rooted in history and have led to an "opportunity gap" for students of color. She reminded us that parents all want the best for their children, but resources make an enormous difference in what parents can provide. She encouraged us to make our voices heard on policy issues such as broadband access and free community internet to ease the digital divide.

Ladson-Billings called on us to see the pandemic as a portal to a better way of educating children. She urged us to imagine another world and fight for it. We need a hard reset, rather than a return to normal, and we should not squander the opportunities arising from this crisis. Families of color, both Turner and Ladson-Billing noted, have found that virtual schooling, when adequately supported, is liberating from what is sometimes a painful school experience.

Jenkins asked us to think about the social-emotional learning going on now and that will need to continue when children return to school. He pointed to the huge numbers of internet access hubs and devices, as well as food, the school district has been providing to students and families. He remarked that Madison schools currently don't adequately serve the majority of students; the community needs to take up the challenge to make Madison a city that is great for everyone. ■

MEET A UWRA MEMBER

Icelandic Fiction, Lake Titicaca, West Side Andy

BY CRESCENT KRINGLE, UWRA MEMBER

I grew up on the west side in the Westmorland neighborhood of Madison, graduated from UW-Madison, and moved to the East Side about 25 years ago.

Now I live in Eastmorland, am close to the bike path, and can walk to the Pinney Library (and the Olbrich Beer Garden). We have so many fantastic restaurants over here, but the Village Bar and a brick burger in my old neighborhood is still at the top of my list.

My first job was detasseling corn, which involved long days and bus rides. I still remember the night my dad came to rescue me in the rain and mud so I could get to an Arlo Guthrie concert. My first UW job was at the Botany Department when I was in high school; I worked part time in the Herbarium. The last job I had before retiring (after 38 years of combined state and UW service) was as a Procurement Specialist at UW Purchasing Services. I still can't throw away my wooden name plaque that was hand-painted by UW Physical Plant staff.

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Since I retired, I have been doing a LOT of reading. When I first retired, I was afraid I was reading too much! I went to Iceland that summer and discovered the book *Independent People* by Halldór Laxness. Luckily for me, my aunt had a stash of some of his other books that she generously gave me. I continue to enjoy Laxness's work.

I am currently reading *The Confessions of Young Nero* by Margaret George. I also signed up for the Tuesday Morning Booktalks through UW's Continuing Studies. The talks are now offered virtually and include Odyssey students and staff.



I love going to see our local musicians (preferably outdoors). I never get tired of seeing Westside Andy.

And my favorite travel memories? Seeing the interior of the Cheops Pyramid; eating the best sea bass of my life in Malta; Lake Titicaca's floating islands; and, in the Balkans, hearing first-hand stories of the civil wars of the 1990s.

My favorite part of retirement is getting together with friends at a moment's notice. I am now also coordinating this *Meet a Member* column for *The Sifter!* ■

FEBRUARY 1-28, 2021

WE WELCOME NEW MEMBERS

B. Lynn Allen-Hoffmann, *Medical School-Pathology*

Gloria Brown, *SMPH-ICTR*

Sondra Jackson

Ken Koepler

Margaret McWilliams, *School of Medicine*

Sarah Minasian, *Center for Dairy Research*

Robert Moldenhauer, *Genetics*

Steve Reischel, *DoIt Patricia Staats*, *UW Health Pediatrics*

Kevin Strang, *Kinesiology and Neuroscience*

Shery Strang

{ The UWRA is your network in retirement! }

NEW ACTIVITIES IN RETIREMENT

Finding My Family History

BY MARY BETH PLANE, UWRA MEMBER

I spent twenty-five years in the Department of Family Medicine as a researcher, retiring as a senior scientist and director of the research program. When I retired, I hoped I could use my investigative and writing skills to build on family stories and information from my grandmothers' attics.

I began with family narratives and pictures of my maternal great-grandparents and a logbook chronicling my great-grandfather Frank's journeys around the globe in the mid-1800s. Other family treasures included a journal of how to build a "Fine Tug," written by my great-grandfather John, superintendent of the Milwaukee Shipyard. He helped build one of the schooners on which Frank sailed.



A model of the tug *Golden*, which my great-grandfather John designed and built.

Online information I found from gravesites, censuses, news clippings, and court documents added to what I knew about Frank's death in a shipping accident and provided new information about the settlement awarded to his wife Bertha.

I found details about my great-grandmothers in online records of marriage, birth, and death, and from more family stories. I can only imagine the daily life of Bertha and of John's wife Mary, who between them delivered 18 children! Bertha still had three young children at home when Frank died, and Mary died only 18 months after her youngest was born, leaving five minor children.

I provided first drafts of my findings to my living family, but our great-grandparents' stories are not finished. I continually find new information and plan to update their stories. First, I intend to find out more about my paternal great grandparents. ■

REFLECTIONS

Peeling the Onion

BY MARY BARNARD RAY

I had grown like an onion in the past winter, adding layers. I was wearing one mask, then two. In late January, I added an extra sweater and then silk long johns. March provided the chance to start peeling back those layers. The long johns went first, then the extra sweater. Soon the fuzzy winter slippers could be skipped, then the galoshes. Mittens gave way to gloves and the long winter coat to a shorter jacket. These are my first signs of spring.



Those weren't the only layers I added this winter. The isolation of COVID-19 accustomed me to days spent without leaving home. Although I vowed to keep in touch with friends, I slipped into the habit of not calling anyone. I drifted away from email and Facebook. Who knew that becoming a recluse would be the path of least resistance?

Now that I have been vaccinated, I am working to peel away those subtler, psychological layers. I can make cookies to share with my neighbors. Registering for UWRA zoom events was easy once I got going. I reminded myself that the phone, email, and even standard mail still work. The garden catalogs have come, and I dream of planting soon.

Harder to peel off is the alarm I still feel around strangers, even when they are masked. It is like dipping my toes into the first open water in a formerly frozen stream. Nevertheless, I persist. I have even shopped in person for some new clothes, which seemed like an exotic adventure. It's hard to find anything good to say about this winter of the virus, but it has made some old things new again. I plan to cherish every bright, muddy, sunny, noisy moment. ■

RETIREMENT OPPORTUNITIES WEBINAR

Tribal Relations and Teaching and Learning in Higher Education

BY LAURIE MAYBERRY, MEMBER, RETIREMENT OPPORTUNITIES COMMITTEE

Aaron Bird Bear is the first director of tribal relations for the University of Wisconsin–Madison. In this webinar, he will speak about the context, aims, and initiatives of his office.

The directorship was created as a result of a 2015 summit at which the University hosted the elected leadership of the 12 American Indian Nations of Wisconsin for the first time in the University’s history. Following that historic event, a Native Nations–UW Initiative co-developed a strategic plan that included a recommendation for a tribal relations director to facilitate communication and collaboration between Native Nations and the University on areas of mutual interest.

Such a position is not new to higher education—20 other universities in the U.S. host similar positions. UW–Madison created the director of tribal relations with a joint appointment in the Office of University Relations and the Division of Extension.

Bird Bear emphasizes the importance in the western Great Lakes of the “Four Rs” when working with Native Nations and communities: Respect, Relationships, Reciprocity, and Responsibility. Long-term relationships that hold collective memory are vital for accomplishing mutually beneficial relationships with Native Nations. To encourage reciprocal and respectful relationships, it is essential for university faculty, staff, and students to teach and learn about such vital matters as tribal sovereignty, indigenous languages, cultural revitalization, and reconciliation. ■

If you have preliminary questions for the speaker, please email them in advance to program coordinator Laurie Mayberry at laurie.mayberry@wisc.edu by April 30.



Aaron Bird Bear (Mandan, Hidatsa, and Diné, enrolled Three Affiliated Tribes of Fort Berthold Indian Reservation) is the director of tribal relations for the UW–Madison, with dual appointments in the Office of University Relations and the Division of Extension. He previously served as assistant dean for student diversity programs in the School of Education, where his work included creating wisconsinfirstnations.org as a resource for PK–16 educators to integrate First Nations Studies into curricula.

TRIBAL RELATIONS and Teaching and Learning in Higher Education

Wednesday, May 5, 2021

10:00 A.M.–NOON

Online Webinar

Registration Deadline: April 30

Advance registration is required. Register online at: UWRAmadison.org/event-4187002

You may call or email the Association Office to register. The webinar link and call information will be included in registration confirmations and meeting reminders emailed to registrants.

Food Pantry Contributions



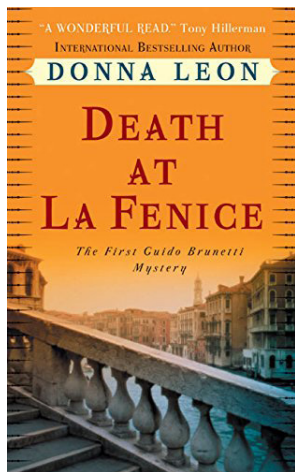
Checks payable to UW Foundation, with “Open Seat” on the memo line. Mail donations to UWRA, 21 North Park Street, Room 7205, Madison, WI 53715-1218.

BOOK MARKS

Meaningful Mysteries

BY CHRIS KLEINHENZ, UWRA MEMBER

At a much earlier age I read mysteries for young adults, but I did not return to the mystery genre until a colleague gave me Donna Leon’s first book in her Commissario Guido Brunetti series—*Death at La Fenice*. This series of more than 30 titles is set in Venice, where the American author lived for many years. As a retired professor of Italian, I felt an immediate affinity for the characters, the places, the snippets of Venetian dialect, and the general cultural context.



Each mystery treats a specific socio-ecological-political problem or crime. The novels feature Guido Brunetti and his family, and the descriptions of their daily lives and meals and the myriad wonders of Venice are brilliant. As you read, you can walk the calli and experience the charm of that unique and serenely beautiful floating city.

More recently I have been reading mysteries by Martin Walker, whom I first encountered in the Food section of the *New York Times*. The novels, all set in the Dordogne region of France, feature police chief Bruno Courrèges, a connoisseur of local cuisine and wine. The books all contain numerous descriptions of delectable meals consumed in the company of his friends. I was attracted to these mysteries in part because my wife and I had stayed for two weeks with friends in a country house in that region of France, and the novels brought back many fond memories of places visited and meals consumed. The first book in this series is *Bruno, Chief of Police*. ■

Please email book reviews for the Book Marks column to column coordinator Laurie Mayberry at laurie.mayberry@wisc.edu.

UNIVERSITY LEAGUE

Hamilton: How a Musical about History Made Musical History

Thursday, May 13, 2021

1:00–1:45 P.M. Online

Registration Deadline: May 6

Presented by Sarah Marty, producing artistic director for Four Seasons Theatre in Madison and instructor in entrepreneurship and arts leadership for the Bolz Center at the Wisconsin School of Business. The program is free and open to all. The University League Annual Meeting follows the program. To register: univleague.wisc.edu/programs ■

EAST-WEST VIRTUAL BREAKFAST

Thursday, April 8, 2021

9:00–10:00 A.M.

Online Meeting

Registration Deadline: April 6

Advance registration is required. Register online at: UWRAmadison.org/event-4085587

You may call or email the Association Office to register. The webinar link and call information will be included in registration confirmations and meeting reminders emailed to registrants.

Wisconsin Alzheimer’s Disease Research Center Seeks Volunteers

The Wisconsin Alzheimer’s Disease Research Center is recruiting research participants. The aim of the research is to identify people at risk for Alzheimer’s disease earlier and improve treatment. Volunteers should meet one of the following criteria:

- Diagnosis of mild cognitive impairment (MCI)
- Diagnosis of dementia due to Alzheimer’s disease
- Age 45–65, with or without a parental history of Alzheimer’s disease.

For more information on the research, call (608) 265-0407 or email adrcreferrals@medicine.wisc.edu. Visit the list of all open studies you might be able to join at <https://www.adrc.wisc.edu/open-studies>. ■

VIRTUAL TRAVEL

Sporting Venues Bucket List— Exploring the Newest Stadiums Never Seen by Fans

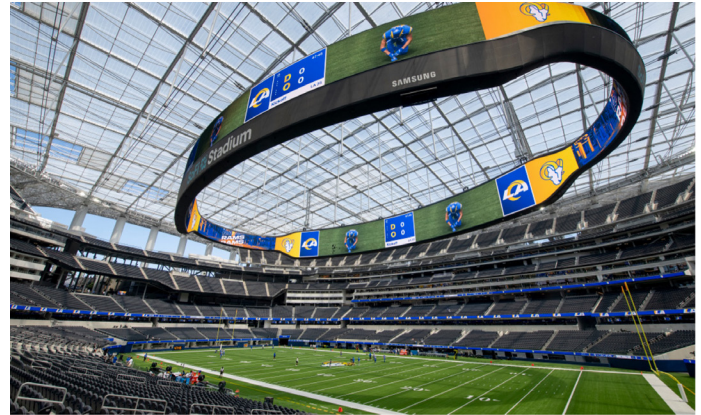
BY SUE ADAMS, MEMBER, TRAVEL COMMITTEE

“If you build it, they will come.” Because the opening of two new major sports venues, however, unfortunately coincided with a global pandemic, fans have not been able to marvel at the most expensive stadium and entertainment complexes ever built. Both stadiums hosted their team’s 2020 season home games, but with minor exceptions, neither stadium has yet welcomed fans.

The SoFi Stadium, built on the site of the former Hollywood Park Racetrack in Inglewood, California is home to the Los Angeles Rams and Los Angeles Chargers. The Allegiant Stadium (nicknamed the “Death Star”) in Paradise, Nevada is home to the NFL’s Las Vegas Raiders and the University of Nevada–Las Vegas Runnin’ Rebels football team. Both stadiums blur the lines between being an interior or exterior venue. Both have roofs made of a tough, translucent plastic that shades fans from about half of the sun’s heat and provides protection in rare cases of rain.

SoFi Stadium was built at an approximate cost of \$5 billion, which was privately funded. The earthquake-reinforced, artificial turf stadium has a seating capacity of 70,000, expandable to over 100,000. It will host Super Bowl LVI in February 2022, the 2023 College Football Playoff Championship, and the opening and closing ceremonies of the 2028 Summer Olympics. It is also intended as a concert and entertainment venue. It features the NFL’s first 360° dual-sided ultra-high-definition 4K videoboard; the “Oculus” videoboard is 4 stories tall and unlike anything fans have experienced. See how the massive videoboard works here: <https://www.chargers.com/video/recharged-episode-3>

Outside SoFi Stadium, a 2.5-acre plaza and a 6000-seat performing arts venue will anchor a 298-acre complex of offices, shops, restaurants, residences, hotels, a theater, and parks, plus a lake with waterfalls and native landscaping. Take a tour of this



SoFi Stadium, built on the site of the former Hollywood Park Racetrack near LAX Airport

revolutionary venue at <https://youtu.be/jfJILuSZFIY>

Allegiant Stadium in Nevada was built at a cost of almost \$2 billion, with approximately 40% publicly funded. It features 72 motors that carry a retractable natural grass field tray outside the stadium on non-game days to get sun on the grass. The Runnin’ Rebels have opted to play on an artificial turf field that is installed under the grass field tray. The stadium features 80’ x 215’ lanai doors that open to a view of the Las Vegas Strip. Take a tour at <https://youtu.be/jUjmWFYEiqw>

Allegiant Stadium’s capacity is 65,000, expandable to about 70,000 for select events, possibly including a future Super Bowl. Cashless transactions will speed service and minimize administrative costs. Read more about the movable field, cashless transaction, and WIFI technology at https://youtu.be/3v-j8V3n4o_s

Both stadiums have everything except fans. Although football was played in the stadiums in 2020, neither venue has hosted any concerts or special events yet. The venue locations—Los Angeles and Las Vegas—are popular destinations for Badgers and Packers fans. (Fun fact: the first Raiders touchdown in Allegiant stadium was scored by former Badger Alec Ingold.) The Packers are not scheduled to play away games in either of the new venues in 2021. The best bets for either the Packers or Badgers to play at SoFi Stadium are the ever-elusive 2022 Super Bowl or 2023 College Football Playoff Championship games. ■

WEBINAR RECAP

Sustainable, Responsible, and Impact Investing

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

In a February webinar on socially responsible investment, UWRA member Tom Eggert shed new light on how to choose investments. Investing has long been the domain of investment professionals trained in a “rational person” model, which posits that investors will always seek to maximize returns. Most Baby Boomers and Generation X have trusted this approach. But, some investors wanted more: to reward companies that aim to benefit society and the natural world.

From this desire arose the idea of socially responsible investing. Judging companies in this way has become just as important as reviewing financial filings. Research indicates that investments in com-

panies with high Environment, Social, and Governance (ES&G) metrics perform better than average in the stock market. This improved return exists over the most recent year, and for the last three, five, and ten years. More than \$17 trillion dollars are now invested in companies screened for their ES&G performance.

Baby Boomers and the Greatest Generation lag other generations in taking advantage of this improved performance. While 95% of Millennials incorporate ES&G ratings in their investment decisions, fewer than 40% of older Americans do. This is a lost opportunity. The best financial returns now come from companies that position themselves as leaders in sustainability and diversity.

This webinar was recorded and can be viewed at UWRAmadison.org, then see Resources/Presentations/2020-21 Jan-Jun. ■

■ UW-Madison Retirement Association Calendar Dates ■

Continue to monitor the UWRAmadison.org website for further updates.

- | | | |
|---------------------|------------------|--|
| • Thursday, April 8 | 9:00–10:00 A.M. | East-West Virtual Breakfast |
| • Tuesday, April 20 | 10:00 A.M.–NOON | 2021 ETF and SWIB Update |
| • Friday, April 23 | 10:00–11:30 A.M. | Devil's Lake Virtual Hike with Brooke Norsted |
| • Wednesday, May 5 | 10:00 A.M.–NOON | Tribal Relations and Higher Education with Aaron Bird Bear |
| • Tuesday, May 11 | 10:00 A.M.–NOON | Annual Membership Meeting with Gary Brown |
| • Thursday, May 13 | 9:00–10:00 A.M. | East-West Virtual Breakfast |
| • Friday, May 14 | 10:00 A.M.–NOON | Tech Clinic: <i>Time to replace laptop/desktop?</i> |
| • Tuesday, May 18 | 10:00 A.M.–NOON | State Budget 2021 with Jason Stein |
| • Friday, May 21 | 10:00 A.M.–NOON | Tech Clinic: <i>Time to replace tablet/smartphone?</i> |
| • Tuesday, May 25 | 10:00 A.M.–NOON | International Crane Foundation with George Archibald |
| • Tuesday, June 1 | 10:00 A.M.–NOON | Master Gardener Program with Ed Meachen |

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

THE SIFTER

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New Activities in Retirement • Bob Jokisch

Book Marks • Laurie Mayberry

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IN THIS ISSUE

Webinar: ETF and SWIB Update **p. 1**

From the Executive Director **p. 2**

Save the Dates: May Events **p. 2**

UWRA Strategic Framework **p. 3**

Webinar: Devil's Lake Virtual Hike **p. 4**

Changes on the UWRA Board **pp. 2 & 5**

Webinar Recap: Equity in Pandemic Schooling **p. 5**

New Members **p. 6**

Meet UWRA Member Crescent Kringle **p. 6**

New Activities in Retirement: Family History **p. 7**

Reflections Column **p. 7**

Webinar: Tribal Relations and Higher Education **p. 8**

Webinar: Hamilton Musical Makes History **p. 9**

Alzheimer's Research Center Seeks Volunteers **p. 9**

East-West Virtual Breakfast **p. 9**

Book Marks Column **p. 9**

Virtual Travel: Explore Two New Stadiums **p. 10**

Webinar Recap: Sustainable Investing **p. 11**