



Imprint

Your Stories, Your Voice

January 2024
Volume 2 Issue 6

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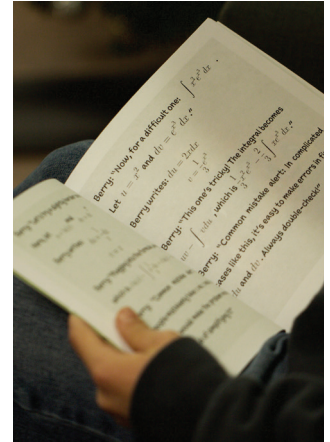
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January 2024
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Publisher: Andres Fuentes
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Distribution: Vacant
Cover Art: Jenny Hu

Imprint is the official student magazine of the University of Waterloo. It is an editorially independent magazine published by the Federation of Students, University of Waterloo, carrying on business as the Waterloo Undergraduate Student Association ("WUSA"), a corporation without share capital. Imprint is a member of the Ontario Community Newspaper Association (OCNA). Content is provided for general information, education and entertainment purposes only, and does not necessarily reflect the views of the Editorial Committee, WUSA, staff or advertisers. We welcome editorial submissions, articles, letters, photos and graphics (submissions) for publication in any edition of Imprint subject to terms and conditions for submissions, which are available upon request. Imprint does not guarantee that submissions will be published. Imprint reserves the right to approve and edit any submissions to be published. A submission will not be published if it is determined to be libelous or in contravention of Imprint's policies, code of ethics and journalistic standards. Imprint may reproduce content, including submissions, for commercial purposes in any format or medium. Imprint disclaims direct and indirect liability for reliance on or use of its content. Imprint is published monthly as a magazine and regularly online. Imprint reserves the right to screen, edit and refuse advertising. One copy per customer. Imprint [SSN 0706-7380] Imprint CDN Pub Mail Product Sales Agreement no. 40065422. Pub Mail Product Sales Agreement no. 40065422.

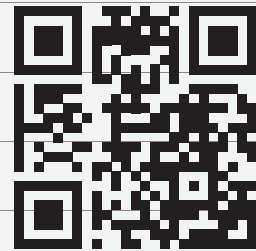
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A guide to finding your first co-op (or fifth!)

Avitej Singh, Contributor

Find the right portals

Using LinkedIn

- Use LinkedIn to build a strong network
- Stay connected to your profession
- Use your connections

Building a CV/Resume

Interviews

So, you're at that stage where you have to start looking for a co-op job. Whether it's the first or last time, everyone who participates in the co-op program understands the stress often associated with the job-search period. After having completed five co-op terms and interned for three different companies, I am free from the search for co-op jobs and internships. However, I have now taken the plunge into finding a "real" job. The co-op experience I went through is helping me go through this search with relative ease, and as such, I wanted to provide assistance to those who might be struggling with finding a co-op so that they might have an easier time of it in the future.

Find the right portals

WaterlooWorks can be a useful tool. However, I only found a job on the main job-postings page once (albeit an eight-month co-op, so two terms) so I was able to use other job boards listed in the "External Job Boards" tab to find jobs more aligned with my needs. As an international student, I was often restricted to jobs that weren't supplemented by OSAP, permanent residency requirements, or security clearance. As an engineer, those restrictions can be tough, especially when using a job portal aimed to hire university students who very likely meet those requirements. Through external job boards such as Discover Technata, Indeed, LinkedIn, and Talent.com,

Find the right portals



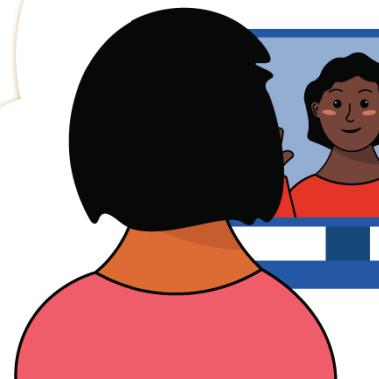
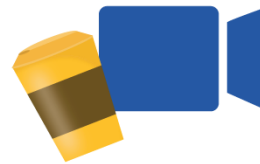
Using LinkedIn



Jane Doe
Student, University of Waterloo
Waterloo, Ontario, Canada
500+ connections



Interviews



external job boards might help — here, your resume and your experience have a higher impact than your grades.

Using LinkedIn

LinkedIn — the Facebook for corporate know-it-alls and snake-oil salesmen. Although LinkedIn has become more crowded with “opportunities,” few are legitimate. If you’re in the business stream, this is particularly important. The sea of misinformation can be difficult to navigate, so it is important to curate your LinkedIn feed carefully:

- Use LinkedIn to build a strong network: My friends in accounting and financial management (AFM) and computing and financial management (CFM) re-iterated one simple fact to me when I asked what LinkedIn is important for — having 500+ connections. Networking extensively through LinkedIn shows that you are actively seeking opportunities and connections.

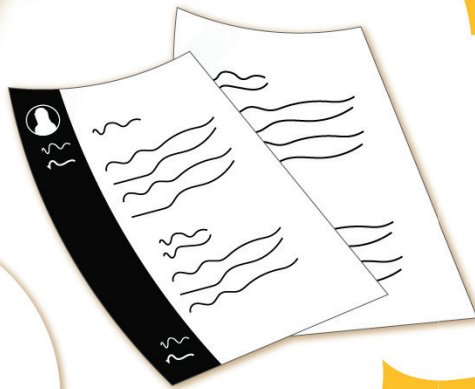
- Stay connected to your profession: I wish to work in the automobile industry, so my LinkedIn is full of race teams in Formula 1, 2, and 3, as well as every major car manufacturer. Amongst these, I have also had a chance to connect with people working at these companies, from engineers to researchers to marketing teams. If you want to be in a particular industry, start by seeing what the professional make-up of the industry is. It will help you tailor what you want to do.

- Use your connections: Once you have a network of people and you know what you want to do, you’ll want to find out how to get started. Reach out to your connections and see if they’d be willing to have a 15-20 minute chat over a video-call or coffee if you live nearby. Understand their journey, take notes, and you might be able to understand what next steps you have to take.

I sought applications to more than just the jobs available under “Hire Waterloo Co-Op.”

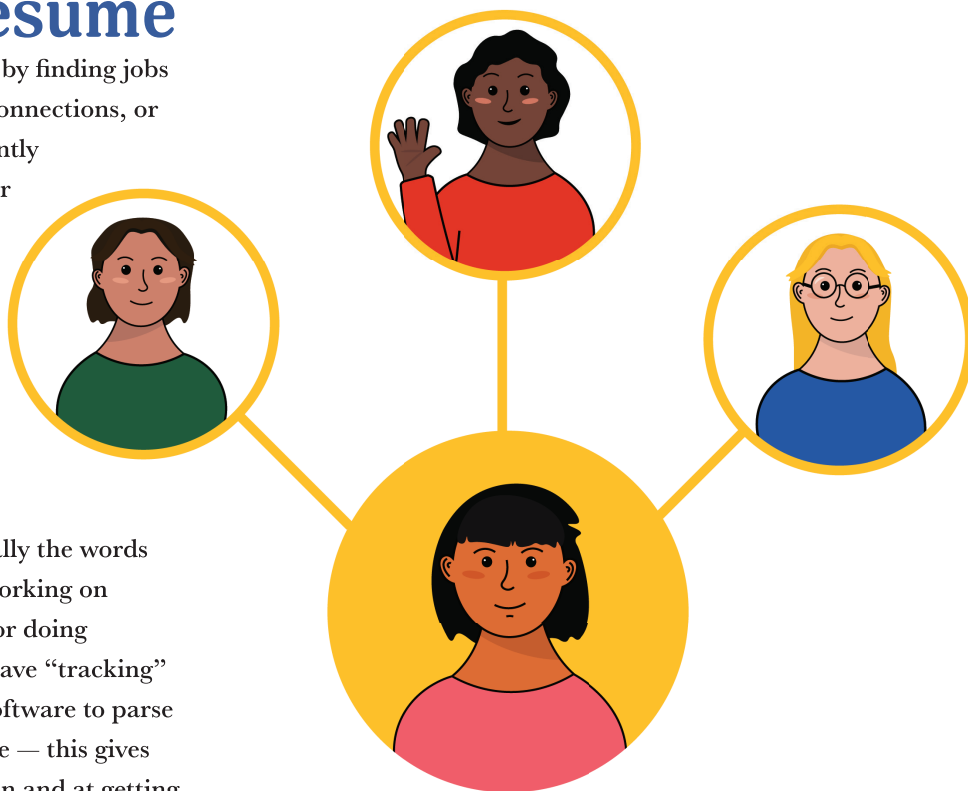
If you’re having trouble finding a job this semester, widen the search. This works especially when you haven’t had the strongest academic record: if you apply only on “Hire Waterloo Co-Op,” you are competing with students of the highest caliber at our university. These jobs require you to submit your unofficial transcript, which could hinder you if your academic record is sub-par. If you are looking to avoid the stress and competitive nature of that process,

Building a CV/Resume



Building a CV/resume

Now, you know what you want to do. Start by finding jobs that match the titles you have seen on your connections, or titles that describe your interests. I am currently looking for “Energy Engineer” and “engineer in training (EIT)” jobs — if all goes well, I will be starting as a product engineer in the automotive industry. From my connections, I found that these titles work in the fields I want to be a part of. Once you find a job that you have the minimum qualifications for, tailor your cover letter and resume with the keywords in the job description. Keywords are essentially the words that describe the role; if you’re going to be working on tracking key performance indicators (KPIs) or doing material analysis, you want your resume to have “tracking” or “analysis” at least once. Companies use software to parse through the hundreds of resumes they receive — this gives you a better chance of catching their attention and at getting that interview.



Interviews

If you’re reading this section, perhaps you have secured an interview with your dream company. Now, obviously, you want to do well, but you might be unsure or nervous. Don’t worry, there’s a way to get through it. First, treat the interview like a quiz — study for it. If it’s a technical interview, you have the first hurdle of knowing your domain. A technical interview might be online, so you might choose to prepare for it using a test bank specific to your industry like LeetCode or revise industry-specific skills such as filing spreadsheets and other documents. Technical interviews can vary, and although it is difficult to say how to prepare for them all, it is possible to use industry resources to study for the scenarios that may come your way.

Onto the HR interview — this is where a company wants to assess whether you’re a human being or a robot. Have a good morning routine for this day. Skincare, shower, and dress well. Eye-contact is important during an interview as well. A lot of people will give you advice for this interview, but simply focus on being as authentic as possible whilst maintaining decorum. Don’t cuss, listen intently, make notes, and take time to answer. A well-thought-out reply is significantly better than a rehearsed answer. Easier said (or typed) than done, but

these small pointers can help you score that dream job.

Lastly, when asked if you have any questions for your interviewer, ask one. There’s a few that you can pick, maybe about the pay scale or company ethos, but it shows genuine interest and is often considered a positive.



Author note:

I wish you all the best during this co-op season. Whether it is your first or last, may you find a job in these market conditions.

What do the policy 76/77 revisions mean?

After nearly nine years the University of Waterloo and the Faculty Association of UW (FAUW) have agreed on revisions to policy 76 (which focuses on faculty appointments) and policy 77 (which pertains to faculty tenure and promotions). The changes promise to improve work conditions for faculty in the teaching stream, which in turn is supposed to improve students' quality of education.

Alicia Wang, Executive Editor

So what exactly does that mean, and will the revisions really have that impact?

UW has various faculty streams, including a tenure stream focused on research with less teaching responsibilities, and a teaching stream focused on teaching with less research responsibilities. However, up till now, the method of career progression throughout the teaching stream at UW didn't align with that of the tenure stream, something the FAUW says it hoped to address through the policy 76 and 77 revisions.

Peter Wood, the chair of the lecturers committee and co-chair of the policy development committee, described the discrepancy between the tenure stream and teaching stream before the revisions. The tenure stream had a standardized system where new hires begin as assistant professors on a probationary appointment after which, if they are successful, they gain tenure and the title of associate professor. Success in this role then leads to promotion to the position of full professor.

"But on the teaching stream side, on the lecturer side ... there was no language around how appointments work and who approves what ... it was all very mixed up. That's the whole idea, is that the teaching stream now parallels the research stream. They look the same in that sense of career progression," he said.





Canadian universities have seen an increasing number of lecturers at a disproportionately larger ratio than increases in tenured staff, with a 2015 report demonstrating a decrease in the ratios of contract to tenured staff between 2001 and 2010. According to the Canadian Association of University Teachers, 29 per cent of academic staff worked on temporary contracts in 2019. “What’s also very common ... is to have what they call precarious faculty members, they’re just on very short-term contracts,” Wood said.

However, other schools like the University of Toronto have implemented similar structures for their teaching stream faculty, something which up till now, UW had been missing.

“Neither [the FAUW or UW] wants the university run by people who are here for four months and then they leave,” Wood said. “[Permanent contracts] create that long-term vision for everybody, as opposed to with a contract, ‘I’m just teaching this term and then I’m gone ... so what’s the point of investing in anything, innovation or course improvement, because I’m not gonna be here.’”

“So what’s the alternative of these ... short-term contracts? The alternative is a professional teaching track. Which is essentially what we’ve created,” he said.

According to Wood, it’s also very common in Canadian universities for those with permanent status to have a lower teaching load while precarious teaching faculty have a higher teaching load. Unfortunately, this creates a financial incentive to

continue hiring definite-term staff because the lower course load allocated to permanent staff makes them more expensive on a per-course basis.

“By aligning [the maximum course load assignments], it doesn’t make a difference if deans hire a definite-term person or a permanent person ... there’s now no financial incentive to [continuously] hire definite-term,” he said.

However, not all lecturers are pleased by the revisions. An anonymous lecturer writing on Lecturers Connect University of Waterloo, which identifies as a grassroots movement to unionize lecturers at UW, stated that FAUW made “major concessions” to the university. In a blog titled “8.5+ Years of P76/77 Negotiations ... For New Titles?,” they wrote that FAUW’s concessions characterized lecturers as “teaching only, not teaching intensive,” citing the FAUW’s agreement to “concede the ability of lecturers to be recognized for conducting research” as one such example. According to the lecturer, this would discourage research collaboration amongst faculty and “frustrate” their ability to secure internal and external research grants, thereby making it more difficult to fund graduate and honours students under their supervision. James Nugent, a continuing lecturer in the faculty of environment and a member of Lecturers Connect, explained that though 15 per cent of surveyed lecturers have research as part of their duties, only in “exceptional” cases will it be included in an assistant professor (teaching stream)’s contract, without which lecturers cannot apply for research grants.

Nugent acknowledged that the policy 76/77 revisions do come with some improvements. One main improvement, he said, was the entrenchment of the ability of contract teaching faculty to earn course reductions, or semesters with no teaching duties, which gives lecturers time to prepare and improve their courses and teaching skills. Another improvement was the clarification of the process of hiring permanent teaching-stream faculty, something Nugent pointed out as especially important when the increasing “casualization” of work has made it more difficult for lecturers to secure permanent work. He echoed Wood’s sentiments that it is crucial to have educators who are invested in long-term curriculum development and overall participation in the university.

However, Nugent pointed out that the revisions don’t address the core issue fueling the financial incentive to hire definite-term faculty in the first place.

“Well-meaning deans may still be incentivized to hire definite-term lecturers or contract teaching-stream faculty if the broader economic situation of the university ... is not doing well... because it gives them financial flexibility, because they don’t know what might be coming in a few years from now,” he said, referencing UW’s budget deficit, which is predicted to increase to \$15 million for the 2023-2024 operating year. Though the agreement will ensure definite-term teaching-stream faculty have the same cap on their teaching load as permanent faculty, “[t]his agreement, just to be clear, does not prevent deans from hiring contract teaching-stream faculty.”

The tentative agreement states: “For those whose first definite-term regular appointment was made after [IMPLEMENTATION DATE], no further definite-term appointments can be made beyond the fifth year; however, they may be considered for probationary appointments.” Nugent pointed out that this may create a problem where “until the financial [deficit] is addressed, or the financial logic is addressed in terms of hiring decisions, you could end up having some people who have been hired on contract for five years no lon-

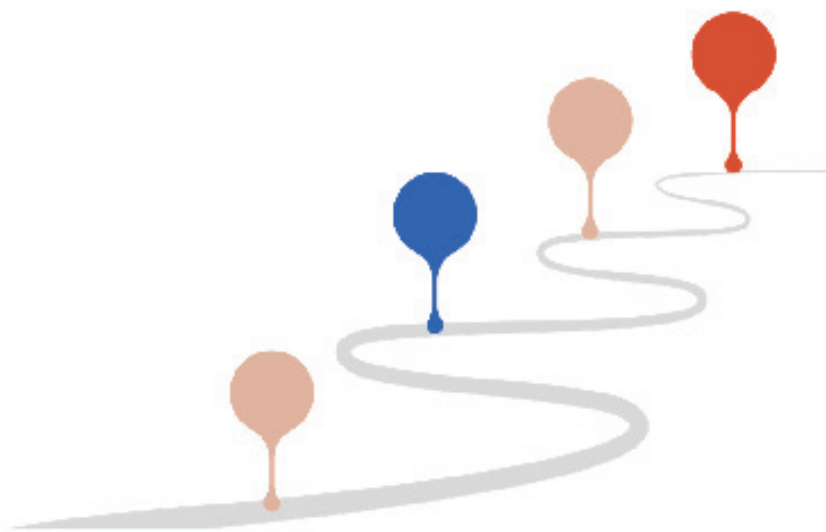
ger allowed to continue working at the University of Waterloo because they’ve reached that cap.”

The lack of long-term solutions was also clear to Nugent in the amount of time it took to reach this agreement. He cited the administration’s ability to effectively veto policy changes, as well as the lack of a unionized faculty, as reasons behind the nearly nine-year-long negotiations.

“Changes to policy 76 have taken almost nine years because the university administration is not required to bargain or to negotiate any changes to policy, unlike in unionized universities, where every three or four years, the administration and the faculty association would sit down and negotiate everything,” he said, explaining how such schools are able to negotiate many more policies in a more timely manner under a particular legal framework of collective bargaining under the provincial government.

Wood acknowledged that the process had taken longer than it should’ve, but that during his time on the committee, negotiations with the university went very smoothly.

To mitigate similar issues in the future, Nugent emphasized the need for collective bargaining driven first by unionization, which he said is about “creating a legal, clear, transparent process that resolves issues in a much more timely manner than what we’ve seen here at the University of Waterloo.”





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A look back on the Office of Indigenous Relations

Megan MacGregor, Contributor

This month — Jan. 13, 2024, to be specific — marks the fourth anniversary of the establishment of UW’s Office of Indigenous Relations (OIR). Founded in 2020, the OIR is a central hub for First Nations, Inuit, and Métis students, staff, and allies at UW. Grounded in goals of indigenization and decolonization, the office aims to provide guidance, support, and resources to the UW campus community. The OIR was established as a standalone unit alongside UW’s Office of Equity, Diversity, Inclusion and Anti-Racism following an external review and disbandment of UW’s Office of Human Rights, Equity, and Inclusion (HREI).

The OIR is composed of eight Indigenous members who inform the university’s response to the Truth and Reconciliation Commission’s (TRC) 94 Calls to Action, build external and internal stakeholder partnerships, and lead special projects on-campus. Jean Becker is Inuk (citizen of Nunatsiavut) and serves as the associate vice-president of the OIR.

“Indigenization and decolonization are dependent on Indigenous people and Indigenous knowledge. Nothing about us, without us.”

- Jean Becker, Vice-President of OIR

On Sept. 22, 2022, Vivek Goel, president and vice-chancellor of UW, acknowledged the university’s full commitment to reconciliation through a formal commitment ceremony at the Ceremonial Fire Grounds at United College. When asked if she thought the office had made the strides she had hoped for and anticipated since this promise of reconciliation, Becker said, “Yes. I feel the university has moved very quickly to address the TRC recommendations, decolonization, and reconciliation.”

Becker went on to explain that the investment in increasing the number of Indigenous faculty and staff positions have been critical elements to advancing the TRC’s Calls to Action. “Indigenization and decolonization are dependent on Indigenous people and Indigenous knowledge. ‘Nothing about us, without us,’” she said. Becker also noted 2024 plans to develop a comprehensive training and education program for UW staff and faculty due to high demand.





Jean Becker, Vice-President
of Office of Indigenous
Relations (OIR)

Aside from several other projects underway, Becker said she is excited about the construction of an outdoor gathering space in BMH Green (outside the SLC), scheduled for completion by the end of spring 2024, as well as an Indigenous wayfinding project to increase Indigenous visibility on-campus. These initiatives will complement existing projects including the Indigenous Advisory Circle and Indigenous Employee Resource Group to advance changes across campus. The Indigenous Advisory Circle is composed of UW students and faculty who consult on the OIR's direction and upcoming projects to strengthen Indigenization strategies on-campus, while the Indigenous Employee Resource Group invites all Indigenous employees and retirees to partake in monthly socials, helping to foster Indigenous connection and representation.

The office has also prioritized highlighting groups on-campus focused on supporting Indigenous students. Interested students can visit the Waterloo In-

digenous Student Centre (WISC) at United College or consider joining the Indigenous Student Association (ISA). Nonetheless, the OIR remains open for all Waterloo students, staff, and faculty. "We want students to know that our office is always open to all who have questions, concerns or just want to connect with the Office of Indigenous Relations," Becker said.

The ISA did not respond to a request for comment in time for publication.

The OIR remains steadfast in their vision and determination to advance the TRC's Calls to Action and dismantle structural barriers faced by Indigenous peoples through the launch of through the launch of the University of Waterloo's five-year Indigenous Strategic Plan, which hopes to "assist in guiding the University towards its goal of indigenizing and decolonizing the institution." Becker remarked, "There remains much to be done, but we have a solid foundation to build on."

How good is the food at the university colleges?

Farhan Saeed, Contributor
Natalie Testart, Staff Writer
Humreet Sandhu, Staff Writer

Ever wondered which university college has the best food? Or what you could expect dining at one? We've gone to Renison University College, Conrad Grebel University College, St. Jerome's University, and United College to see how well their cafeteria food stacks up. After trying some main dishes and dessert, here are our honest thoughts.

Conrad Grebel

Tucked away on the opposite side of Ring Road is Conrad Grebel University College, a small residence community affiliated with the Mennonite Church Canada and home to many of UW's arts programs such as music and theology. I signed a four-month co-op contract with them and didn't realize I would be trying out so many different dishes.

Did you know there's a team of Michelin-star bakers behind Grebel's kitchen? There's not. But the cookies they casually dish out on a regular basis are so good, I started getting angry at the thought of my four-month role coming to an end. They switch up the flavours (but never the quality) regularly, and if not cookies, they'll have their famous "death muffins" — chocolate cream cheese cupcakes sometimes slathered with chocolate icing. With each bite, you can see where the name comes from.

Other honourable mentions include the twist and knot cinnamon rolls with caramel sauce, introduced in 1983 by Grebel kitchen staff, Janet Martin, as well as their Rice Krispies rolls and whoopie pies. You cannot tell me any other residence on campus has a dessert so delicious, it stuck around for 40 years.

After four months of indulgence, I can personally attest to their macaroni and cheese and tacos as being delicious lunch-time meals. Using a blend of high-quality cheeses, topped with crispy breadcrumbs, the macaroni is creamy and hearty. It was often served on Fridays and was the perfect way to kick off the weekend. Meanwhile, the taco station is decked with several choices in a build-your-own taco style. Ground beef, fried fish, guacamole, cheese, sour cream, salsa, salads, you name it. In my experience, the meats were always just perfectly cooked and the tacos are generally a good bang for your buck, too. Fresh ingredients, cohesive flavours, and honestly filling — what more can you ask for?

There is a large focus on food and gatherings within the Mennonite community, something that became evident very quickly to me with Grebel's daily coffee and lunch gatherings, a weekly community supper, and simply how good the food is. A piece from The Canadian Mennonite said, "Before every important

congregational decision we seem to think better if we have first dined together," and I couldn't have agreed more. As someone coming from a South Asian and Middle Eastern background, I quickly appreciated these norms as my culture exhibits similar practices. Maybe that's partly why I grew to feel comfortable at Grebel quite early on.

Fresh ingredients and hearty meals are one part of how Grebel sticks to their Mennonite heritage, but my personal favourite is their emphasis on zero waste. If you enjoyed some juicy, grilled chicken on Monday for lunch, drop by on Tuesday to please your palate with it again — but this time inside of a creamy soup or fried rice.

Eating at Grebel is a wholesome experience. With long-time kitchen staff employed directly by the college, there's something nostalgic and inviting about seeing the same smiling faces as you grab your food. Large glass windows let plenty of sunlight into the dining room, and when the weather allows, you can even grab a seat on the patio.

So, would I say that Grebel is the best residence on campus for food? No. Because I don't think I'm allowed to say that. But should you absolutely come on down for lunch sometime? Yeah, I think you should.

Farhan Saeed, Contributor



Kevin J. Easton



Pasta with Tomato Sauce

St. Jerome's

When I walked into St. Jerome's cafeteria, it was all decorated for Christmas, with at least one large Christmas tree in the room. The cafeteria itself consists of one large rectangular room, filled with large round tables, and the walls are full of windows. With all the windows, the space felt very bright, open, and welcoming. The tables were filled with students eating lunch with their friends or studying for their next exams, fostering a strong sense of community and intimacy.

At their cafeteria, you can get food from several stations. They have a salad bar, a chef's choice station, grill area, dessert area, cereal dispensers, and what looked like a deli station. I ordered pasta, grilled cheese, some shredded carrots, and some shortbread cookies for dessert.

The carrots were as expected, shredded carrots. Nothing notable there.

The pasta consisted of macaroni noodles with two different sauce options: alfredo sauce or tomato sauce. This was the chef's choice option, and I grabbed it because I figured, it's hard to screw up pasta, right? Wrong. These noodles were a little too soft, most likely overcooked, and sitting in a warming tray probably didn't help. The alfredo sauce was actually pretty good as it was flavourful, just a little thin. So much so it disappeared after only a few sec-



Grilled Cheese



Pasta with Alfredo Sauce

St. Jerome's (cont.)

onds in your mouth, and then you were left with sad, overcooked noodle flavour. It also got cold surprisingly quickly. Kevin, an *Imprint* photographer who came with me, ordered the pasta with tomato sauce and the root vegetables they were serving. He noted that the tomato sauce was also thin, and that the root vegetables lacked seasoning.

The grilled cheese was only half a sandwich, and it was far from warm. I think it had marble cheese inside, which would have been good had you been able to taste it. The overwhelming flavour was butter, and it was very greasy to the touch, which made it a less enjoyable experience. Not the best grilled cheese I've ever had.

Overall, the main course was a little disappointing. It lacked the flavour and

the freshness that you would expect when ordering hot food.

But St. Jerome's did have a redemption round — the dessert. The shortbread cookies were the best part of the meal. They were coated in powdered sugar (which made them a little messy), had an overall good texture, and were exactly what you would have expected from shortbread — buttery, crisp to bite into, and with just the right amount of sweetness. I was impressed, for a cafeteria dessert it was actually pretty good.

Would I get food at St. Jerome's again? Probably not. But if I absolutely had to I would hope the other options are a little better than the pasta and I would not skip the dessert.

Natalie Testart, Staff Writer

Renison

Renison's cafeteria was filled with students in small and big groups. Some students were working on assignments while others were talking to their friends. The atmosphere of the cafeteria was very wholesome and full of laughter. The cafeteria also had decorations like snowflakes hanging from the ceiling, which encouraged the warm vibe.

As for the food, there were limited options for lunch. I was surprised to see that other than the salad bar there were just three options. The lunch menu had some pasta, lasagna, and rice. (There were also fries but I wouldn't count them as an entrée, more so as a side.)

The pasta did have some tomato sauce and diced up carrots. Howev-



Shortbread Cookies

er, it lacked sauce so severely I would just say it was plain penne noodles. The lasagna was hardly edible — it felt like I was chewing for days. The presentation of the lasagna was also a little disappointing because at first I couldn't tell if it was actually lasagna. The fries, however, were crisp and were probably the most appetizing thing there.

When it came to the dessert I chose to get a chocolate ball with coconut shavings. I don't know the particular name of the dessert but it was too sweet.

The atmosphere of the cafeteria was congenial but I would probably not eat at Renison again.

Humreet Sandhu, Staff Writer

United College

United's cafeteria was a pretty interesting one to me. It was a bit confusing to navigate, mostly because there was a pool table near the entrance where students were enjoying their food while playing.

On the day that I went, the lunch menu offered moussaka, lamb kabob souvlaki, Greek-style tofu, vegetable moussaka, roasted root vegetables, and Greek spinach and rice (spanakorizo). I chose to have the lamb kabob souvlaki, roasted root vegetables, and moussaka (beef and eggplant). The lunch menu also had a salad bar, soup station, and daily grill which that day included grilled cheese, hamburgers, and veggie burgers.

The moussaka was decent but it was severely lacking in spices. The presentation was also a little disappointing, I couldn't tell what I was eating at first

glance. Their lamb kabob souvlaki was probably one of the worst I have had in my life. It was awfully dry and unchewable. It was impossibly tough to chew and that honestly made me feel sick. I think it took me a good five minutes to even cut into a piece. I would definitely recommend staying away from it. However, the roasted root vegetables did help make a comeback as they were very soft and well-seasoned.

The dessert would probably be the only thing I would come back for. I had the lemon cream cake and it was delicious. It was very soft and just melted in my mouth. I would probably not eat at United again — mostly because of the lamb souvlaki — but everything else was decent.

Humreet Sandhu, Staff Writer

Left in the dark?

UW's notable absence of a safe-walk service

Georgia Berg, Contributor

In the aftermath of the Hagey Hall stabbing, UW's PR response via emails to community members and posts on social media threw words like "community" and "safety" around with such speed and ease, you'd think that we were truly up to par with the rest of the province when it came to safety measures. And yet, we're the only university of our size in Ontario without a safe-walk program.

It's not due to lack of need — when I took to Reddit to see if there was any interest in a safe walk home program, I found that most were keen on such a program. In fact, just three days ago at the time of writing this article, one user posted to the university subreddit about a "Scary Hooded, Masked Man in MC/QNC," reporting multiple encounters of intimidation experienced late at night by herself and two other girls.

"There's a big hole in the form of no [safe-walk]

programs... I know plenty of people who feel worried about walking home from campus late at night who would get a lot of use out of a program like this," said UW student Daman Gill. Another user, u/summerarcadia, described an encounter with the UW special constable service: "I was feeling dizzy on campus, and I called the campus police if they could walk me to the bus stop. They said no because it would become a liability issue, and said there is no [safe-walk] program anymore on UW..."

When we have reached the point that our police are not able to help students without fear of being held liable, and we are choosing not to hold preventative safety measures at risk of it being taken as a legal guarantee, something is wrong with our system.



The kind of language that institutions use when talking about community safety is cold and inhuman, the lingua franca between an HR department and a police station. The word “safe” itself becomes dangerous, a liability, a breakable guarantee. According to reddit user r/MelonPineapple, orientation leaders were discouraged from using the word “safe” in reference to an off-campus shuttle for first-years because they could not *guarantee* students’ safety.

So why don’t we have a safe-walk program?

We used to. According to the university, the program was discontinued in 2008 because it cost an unseemly \$100,000 annually in its final years of operation, roughly **18** times what it costs McMaster University to run the Student Walk Home Attendant Team (SWHAT) program. How does McMaster run their SWHAT

program on just \$5000-6000 annually? When I spoke with program coordinator Jenny Zhao, I found the key to keeping expenses low at McMaster was cultivating a community where people are eager to volunteer their time without monetary compensation, which involved organizing social events, volunteer appreciation merchandise, and making the walk experience as rewarding as possible for volunteers.

This kind of community engagement and trust in a system hasn’t been fostered at UW: the last WUSA election saw a voter turnout of three per cent. “[WUSA’s] a very detached body from the student community, it seems like it does more obstruction of student activity than it does facilitation of student activity,” said Gabriel Gorbet, a physics and astronomy student. He’s not alone in

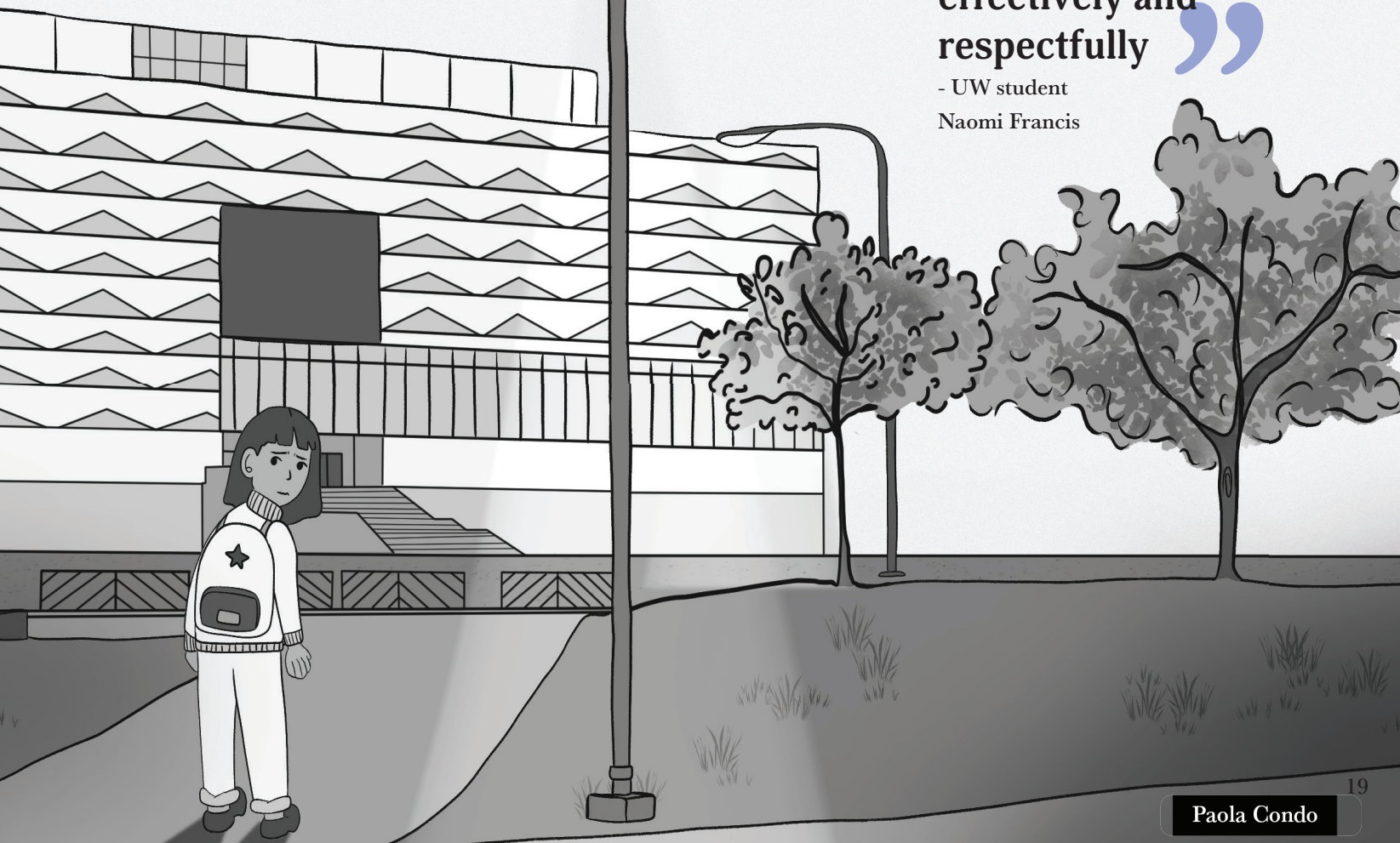
these feelings — in her *Imprint* article “Dear WUSA: Don’t pretend you care about clubs,”

UW student Naomi Francis outlined a number of ways in which WUSA demonstrated what she called “their incapacity to deal with students effectively and respectfully”, citing passive aggressive email exchanges and failure to reimburse club executives within a reasonable time.

We have no community to trust in, so of course a safe-walk program would cost the university an exorbitant amount of money. It’s the same hyper-individualism that motivates a constable to tell a student to walk home dizzy that would prevent this kind of program from operating effectively. An effective safe-walk program has to be run on the basis of mutual aid and community building rather than blame or liability minimization.

“..incapacity to deal with students effectively and respectfully”

- UW student
Naomi Francis



We need a safe-walk program now more than ever.

There's the obvious effects that these programs have on campuses across Ontario. McMaster students reported using the SWHAT service for a variety of reasons beyond the immediate risk of intimidation. Some students suffering from PTSD find the service an accessibility need in order to participate in late night classes and clubs; some book walks because they got caught in the rain and wanted an umbrella; and some students book walks because they're in need of company.

It's worth noting that in the time since the discontinuation of UW's safe-walk program, the percentage of women enrolled at the university has almost doubled, from 25 per cent to 47.3 per cent, and because women make up the majority of users of safe-walk programs, the need for such a program has likely also drastically increased.

But beyond the immediate, tangible benefits, a safe-walk program is a practical way to resolve the same issues that make it so difficult to facilitate. It would allow for a moderated space where students can rely on one another, creating a true bedrock on top of which we can build the stronger community we are so desperately in need of.

Ontario schools with a walk/ride home safe program

- University of Guelph
- Laurentian University
- McMaster University
- University of Ottawa
- Queen's University
- University of Toronto
- Western University
- Toronto Metropolitan University
- Trent University
- Wilfrid Laurier University
- University of Windsor
- York University

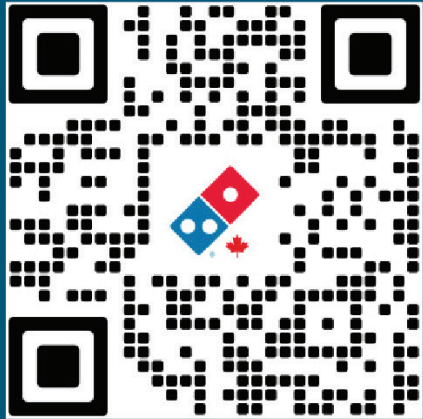
Ontario schools without a walk/ride home safe program

- Université de Hearst (280 students)
- Université de l'Ontario français (233 students)
- Royal Military College of Canada (1460 full-time students)
- University of Waterloo (39,259 full-time students)



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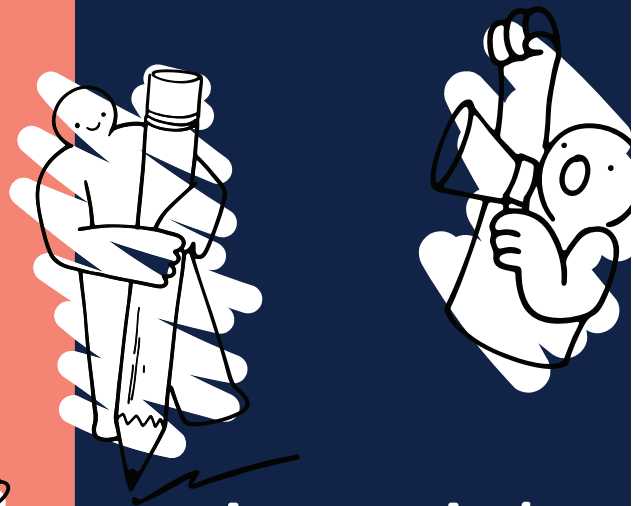
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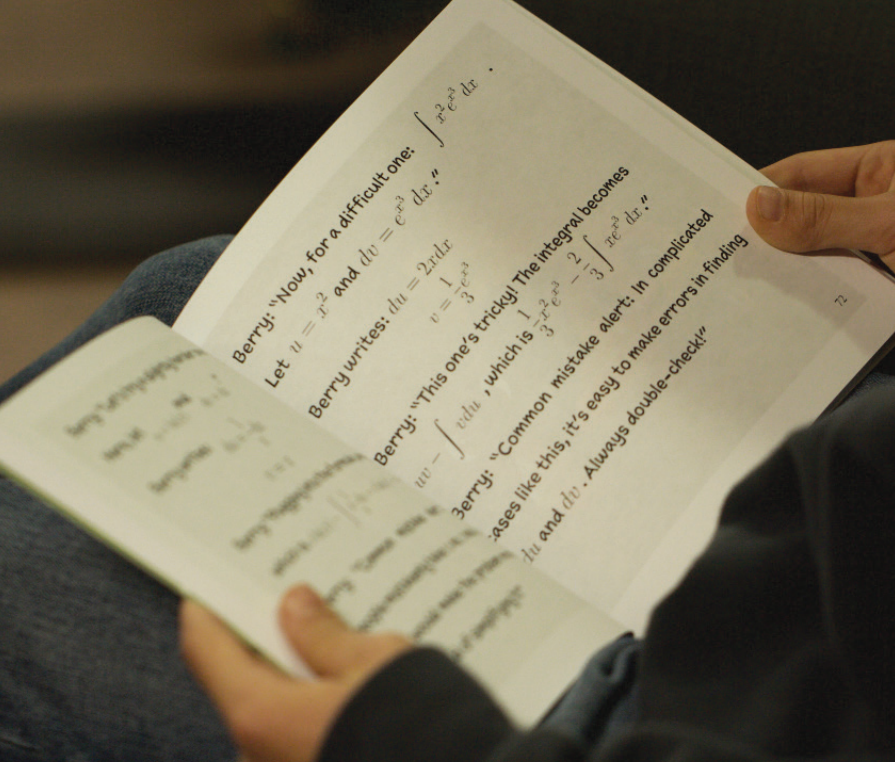


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UW's youngest student blends calculus and community in new book

Alicia Wang, Executive Editor

Osher Ahn-Clifford, a 10-year-old first-year computer science student, hopes his new book *The Quest for the Integral* will show youth that their ideas matter too, and help us all learn a thing or two about calculus along the way.

The book, a children's book blending adventure and calculus, is the product of a team-up between Ahn-Clifford and Smart Waterloo Region Innovation Lab (SWRIL), a Waterloo-based lab which hopes to make Waterloo "the best community for children and youth." It is expected to be published sometime this month and will be available for purchase from SWRIL's website.

Ahn-Clifford explained via email how he came to UW at

such a young age. At the beginning of the pandemic, he began homeschooling, which gave him time to learn at his own pace. Math and coding were always favourite subjects, and after completing high school math, university-level math felt like a natural next step. Ahn-Clifford took several UW math courses in 2022 before becoming a full-time student in fall 2023.

His interest in coding stems from an introductory Python course which he took at the age of seven. "I like problem solving and building things, and coding lets me do both. I want to learn as much as I can and find ways to make the world a better place through technology," he wrote.

At SWRIL, he worked closely with Saba Oji, SWRIL's knowledge and data lead. The organization's projects include Community Canvas, a non-profit project that displays public art co-created with youth artists, and GIMI Impact, which gives youth the opportunity to pitch solutions for community problems that will then be funded by SWRIL. Oji's team helps create visualization tools for those who provide services targeting youth to aid in determining where best to invest in youth.

Oji explained that through a brainstorming session with Ahn-Clifford, where Ahn-Clifford expressed that he "really love[s] calculus, and he really cares about his family and friends, and he wishes he could teach calculus to his peers," the team decided on the idea of a children's book about calculus.



I don't think of it as a children's book. It's for anyone who thinks calculus is interesting and wants to learn more about it.

Osher Ahn-Clifford, Author of *The Quest for the Integral*



Ahn-Clifford explained that he loves calculus because the ideas in it feel similar to puzzles, which he enjoys solving. He hopes to share these ideas in an easily understandable way to try and get more people excited about calculus. Though the genre aims to reach children that might not otherwise come across the topic, he doesn't want to limit its reach to this age group.

"I don't think of it as a children's book. It's for anyone who thinks calculus is interesting and wants to learn more about it," he said.

Oji said that the book was created with the help of ChatGPT to materialize the math-related storyline. "I don't know calculus, and we are a small team, we don't have a lot of resources to put on this side project," she said, explaining that the team would verify the math with Osher to ensure it was correct, as well as to ensure that his ideas shined through.

To create the visuals of the story, Ahn-Clifford helped look for and test platforms that would help the team achieve a "cute" but "semi-realistic" appearance for the book's characters, eventually settling on Midjourney.

He thanked the SWRIL team's openness to the idea of him volunteering, stating, "This made me feel valued and welcome[d] and I wanted to show them how much this opportunity meant to me by trying my best to participate and create something cool."

Osher's mother, Lori Ahn-Clifford, expressed how grateful she and Osher were for the opportunity SWRIL provided, particularly given the difficulty they encountered in finding an organization that would allow him to volunteer given his young age. Concerns around legality and skepticism about Osher's ability to contribute made for several rejections from other organizations, but "[SWRIL was] immediately welcoming," she said, explaining how Osher simply hopes to apply his skills and have fun while doing it.

"It was just so awesome, and look what came out of it! I really wish that other organizations would be ... a little bit more open-minded and willing to give young people a chance to show how they can contribute, because they can contribute," she said.

Ahn-Clifford reflected on his experience as a positive one, with hopes it will encourage other youth to create their own projects as well. "I'm proud of the work that we've done together. I really hope [the book] helps calculus reach other people and helps them understand some of the basic principles."

All in one: Tomatoes

All I am going to say in this introduction is tomatoes, tomatoes, and more tomatoes, but dressed in five different ways (so you don't get sick of it).

Monday: Tomato jam

2-3 tomatoes (sliced)
2 ½ tbsp of tomato paste
2 tsp of brown sugar
2-3 fresh basil leaves or 1 bay leaf (thinly sliced)
2 shallots (sliced)
Olive oil
Ground black pepper
Salt

In a saucepan heated with oil, combine shallots, tomato paste, and brown sugar. Cook the mixture until the tomato paste caramelizes (turns darker) and the shallots soften. Then add in the tomatoes and cook at low heat until the tomatoes have softened. Placing a lid over the saucepan will help speed this process. Once softened, add the basil/bay leaf, a pinch of salt, and ground black pepper. Let it cook until the mixture has lost most of its moisture. This can be used as a more flavourful tomato paste on toast or as a sauce mixture with pasta.



Tuesday: Tomato chickpea kale salad

2 tbsp leftover tomato jam or tomato paste
½ cup of chickpeas
1 bunch of kale (massaged with olive oil and salt)
Olive oil
Salt
Ground black pepper

If you are struggling with what to do with the leftover tomato jam, this is the perfect recipe. Add in the chickpeas, tomato jam (tomato paste if you have no leftovers), olive oil, salt, and black pepper in a mixing bowl. Proceed to massage the kale with olive oil and salt until the kale has softened. Combine the mixed chickpeas and kale and you'll have a salad.

Wednesday: Tomato soup

5-6 tomatoes (sliced)
1 cup of tomato sauce
½ cup of water or broth of your choice
5-6 garlic cloves (finely chopped)
3 shallots (sliced) or 1 onion (roughly chopped)
3-4 fresh basil leaves (thinly sliced)
Olive oil
1 tsp of brown sugar
Salt
Ground black pepper

In a soup pot heated with oil, combine garlic and shallots/onion, and cook until the garlic is golden. Then mix in the tomatoes, brown sugar, and the optional bay leaves. Cook until the tomatoes are softened and then add water/broth and basil leaves. Let it simmer for 30 minutes and if using heavy cream, add in the cream and let it simmer for another 15 minutes. Then it's ready.

Optional:

Bay leaves
¼ - cup of heavy cream (depending on how creamy you want the soup)

Thursday: Tomato and eggs

4-5 tomatoes

3-4 eggs

3-4 green onions (finely sliced)

Olive oil

Salt

Ground black pepper

In a pan heated with oil, scramble the eggs half-way — the scrambled eggs should still be relatively runny. Set the eggs aside, and if needed, add more oil and combine the tomatoes, salt, and black pepper. Cook the tomatoes until softened and add back the eggs. Sprinkle in the green onions and serve!

Friday: Tomato pasta

3-4 tomatoes

½ - 1 cup of tomato sauce

1 tsp of tomato paste (or use the tomato jam if you have leftovers)

2-3 fresh basil leaves (thinly sliced)

2 shallots (sliced)

4 garlic cloves (finely chopped)

Olive oil

Salt

Ground black pepper

Pasta noodles of choice

Optional: protein such as chicken, ground beef, anchovies, etc.

In a pan heated with oil, combine garlic, shallots, and tomato paste. Proceed with the same instructions with the tomato jam on how to cook the tomato paste. Then add in the tomato sauce, tomatoes, salt, and black pepper. Let the mixture simmer for about 10 minutes and add in the basil leaves. Then serve with pasta noodles and optionally, your cooked protein.

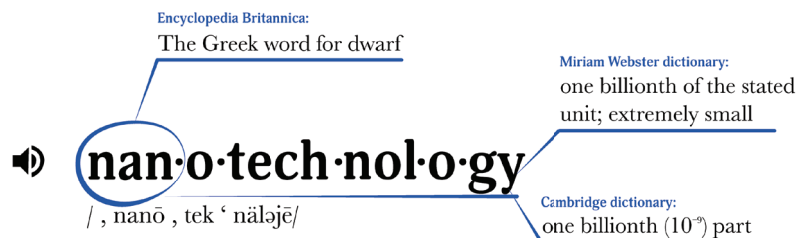


Paola Condo

A Q&A with nanotechnology engineers

Nanoengineering section Communication Studies 223, Contributor

Nanofluids in drug delivery



noun

Nanotechnology, the manipulation and manufacture of materials and devices on the scale of atoms or small groups of atoms.

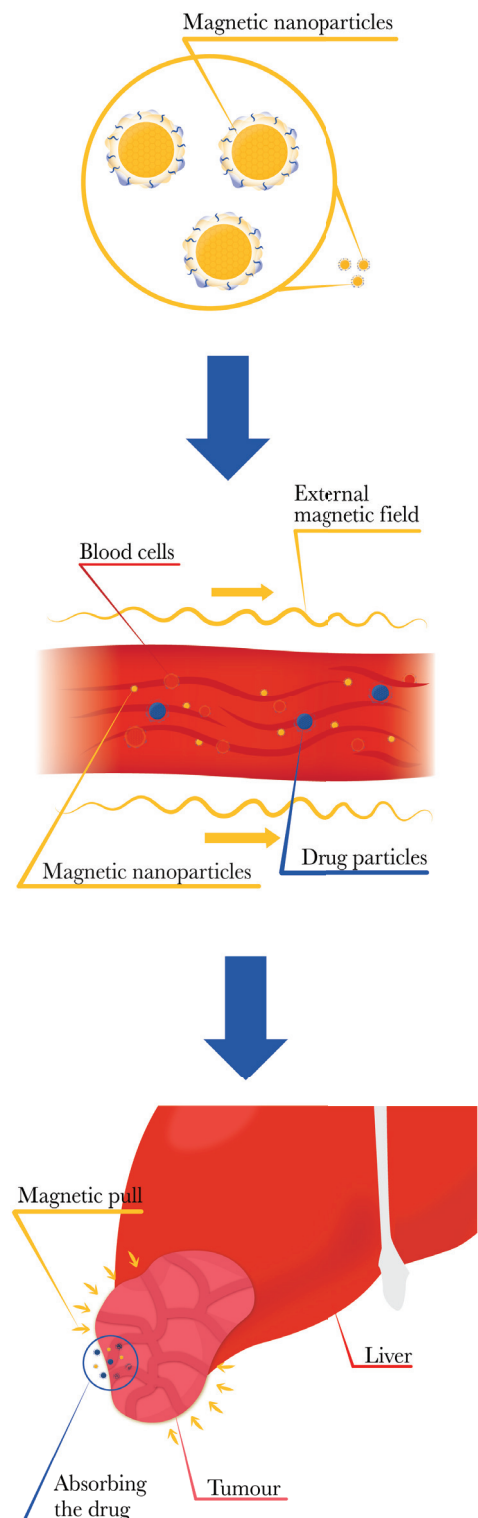
Nanotechnology can be an unfamiliar area of science for many. To help understand exactly what it does, mathematics and communication students in COMMST 225 Interviewing formulated some questions, and the nanoengineering section of COMMST 223 Public Speaking is here with the answers. Though it is largely depicted in pop culture as super-suit magic, nanotechnology impacts many areas of daily life from medicine to construction to the clothes we put on our backs — and here's how.

How does nanotechnology and nanoparticles contribute to safe drug delivery?

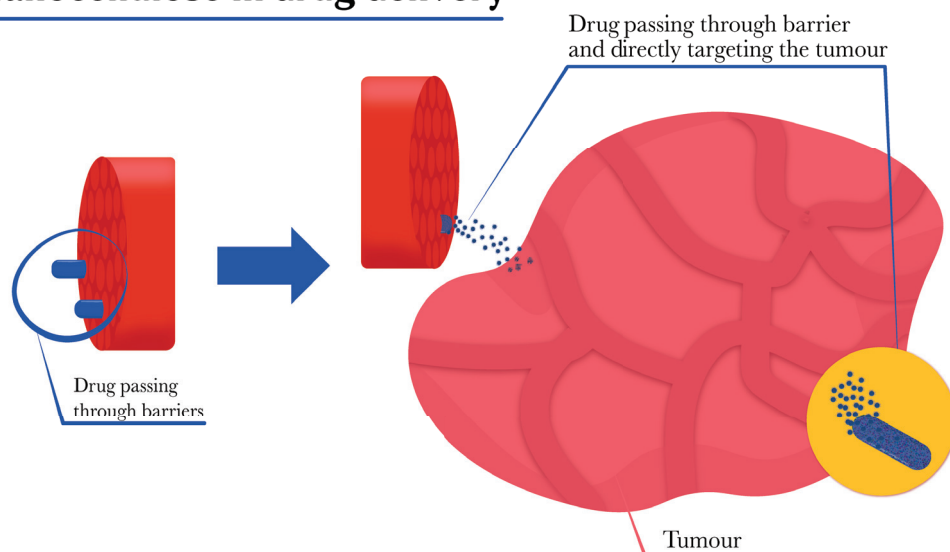
Nanotechnology contributes to safe drug delivery in various ways. Let's look at how nanofluids and nanocellulose help to do this.

Nanofluids in drug delivery

In order to accurately deliver drugs to target cells, magnetic nanoparticles are inserted into the blood and guide the blood through an external magnetic field. Nanofluids can transport very small particles to a select location in the body. The tumour would absorb the drug due to the concentrated magnetic pull. For example, in cancer treatment, the nanofluid allows the drug to be targeted to cancer cells without harming other organs.



Nanocellulose in drug delivery



Nanocellulose in drug delivery

Nanocellulose is a smaller version of the thick, fibrous biomaterial cellulose found in plants. Because it is fibrous it can absorb liquids easily, and its natural composition makes it relatively compatible with our bodies. Biocompatibility is very important if the body is to effectively absorb medicines or drugs which are made of unnatural compounds.

Therefore, nanocellulose can be used in creating a capsule or container for the drug during the delivery process, allowing the drug to pass through barriers that non-biomaterial medicine cannot, and directly target the tumours. Think of nanocellulose as mimicking a physical medicine pill. Its smaller size helps ensure that only cancerous cells are targeted, and its higher compatibility allows for better absorption

Control and accuracy of dosage

In addition to controlling the location, scientists also need to control the time frame over which drugs are delivered. If you deliver the drug all at once or to vulnerable parts of the body, you risk overdosing and causing side effects. If the drug runs out too early, you might miss out on the benefits of the drug or you may need to administer the drug more often.

Nanotechnology ultimately helps scientists develop drugs that can be delivered with more accuracy and time control. This leads to lower chances of overdose and less overdoses overall, which improves safety.

How do nanoengineers create structures on such a small scale?

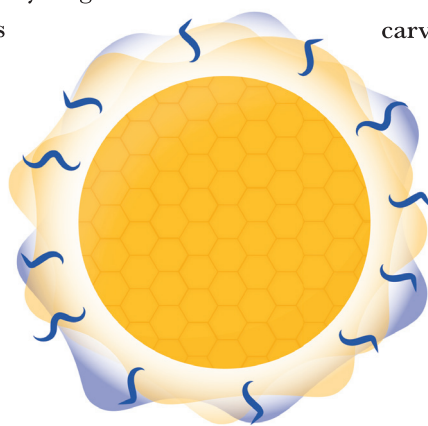
The process of creating nanostructures requires a very controlled environment and can be done in two ways. The first method involves removing material from the original structure either physically or chemically, while the second method involves building the desired nanostructure from smaller components.

In the first method, X-rays, light, or heat is used to carve out the material by selective exposure until the desired structure is achieved. However, when cutting down nanostructures from larger materials, a lot of waste is generated.

The second method of building the nanostructure from its smaller components is more expensive, but less wasteful. An example of this second method is electrically-induced nanopatterning where voltage is applied across a set of particles or molecules, causing the particles or molecules to arrange in desired patterns.

How is nanotechnology used to improve the quality of everyday products?

Nanotechnology requires working with materials at the nanoscale, which is incredibly small. When applied to everyday products, it can significantly enhance materials' efficiency and durability, especially since tiny particles often



have unique properties compared to larger ones. By manipulating these particles we can make materials stronger, lighter, resistant to wear and tear, and more

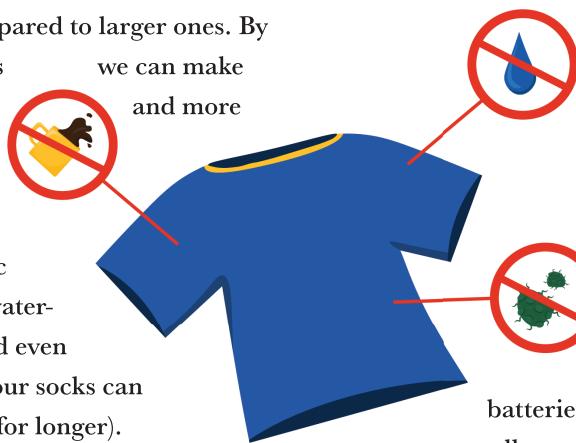
Clothing is one everyday item that can be enhanced with nanotechnology. Fabric nanoscale coatings can be water-resistant, stain-resistant, and even antimicrobial (this means your socks can repel spills and stay fresher for longer).

In electronics, many tiny components improve the quality of the images on our screens, help batteries last longer, and make software run faster. Smaller and more efficient electronic parts, like those found in smartphones and computers, exist thanks to nanotechnology — making them not only more powerful but also more portable.

Nanomaterials are used in food packaging to create stronger and more lightweight products which are more easily recycled and can preserve the freshness of food for a longer time. Additionally, sunscreens often contain nanoparticles that provide better UV protection without leaving a white layer on the skin.

Nanofillers are another great example of how nanotechnology can create more durable materials. Nanoparticles can be added as fillers to the synthetic molecules (called polymers) that are used as building blocks to make the materials. For example, adding graphene to a polymer can increase the toughness and thermal conductivity of the material, and so it is often used in the aerospace industry to create components that can withstand the harsh environment of space, as well as the rapid heating during takeoff.

Nanocomposites can help make materials like cement more durable. They act like a matrix layer of nano-sized carbon tubes over regular cement that provide a stronger structure.



Has nanotechnology been used in improving the quality of batteries, particularly for electric vehicles?

Nanotechnology reduces the size of batteries while often improving their efficiency and overall energy capacity. This is achieved through the use of special nanomaterials that improve energy storage and allow faster recharge times.

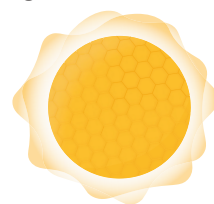
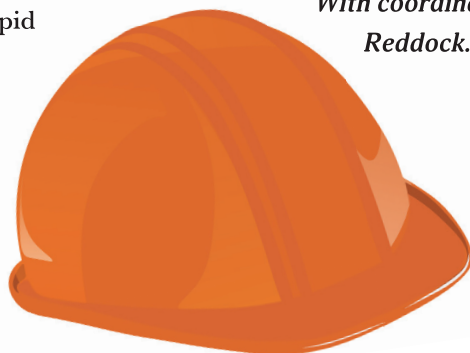
Further research in nanotechnology for batteries has the potential to enhance the safety of battery technology by replacing liquid acidic chemical compounds with solid materials that are more renewable and less toxic. An example of this innovation is the lithium-ion battery. These batteries were the beginning of the new wave of batteries which ended the use of the hazardous lead-acid battery.

Lithium-ion batteries are used in most electric vehicles. Consumers can expect extended driving times and faster battery charging along with other environmental and public health benefits. By integrating nanomaterials into these batteries, electric vehicle users will have more efficient and environmentally-friendly vehicles.

Nanotechnology allows us to engineer materials with precision, unlocking potential improvements in things like clothing, electronics, packaging, concrete, and more! Whenever you see products labeled “nano-enhanced” or “nano-engineered,” just know that small-scale science is at work here.



With coordination from Jennifer Reddock.



January crossword

Zoe Cushman, Contributor

ACROSS

- 1 The ultimate lifeform, according to carcinization
- 5 Drummer's partner in a military band
- 10 Melodramatic cry
- 14 Spoils, as of a shopping trip
- 15 In unison (two words)
- 16 Disney's lion queen
- 17 Machu Picchu builder
- 18 Children of prophecy (two words)
- 20 Besides (two words)
- 22 Useful trait in a roommate
- 23 Big name in cat food
- 24 Trudge
- 25 Skull and heart-eyes are two common ones
- 27 The "einstein shape", with 48 Across
- 32 PC linkup
- 33 Cupped undergarment
- 34 Oily
- 35 Accidentally
- 38 One response to a proposal
- 39 Leave the foster care system at 18 (two words)
- 40 Josh of twenty one pilots
- 41 Bus system covering Ajax and Oshawa (abbreviated)
- 42 Showers with song
- 44 Remedies
- 46 1990s 16-bit console (abbreviated)
- 47 Red or white beverage
- 48 The "einstein shape", with 27 Across
- 52 Tear into
- 55 Large animal, or a political parody party
- 57 Prefix meaning 'all'
- 58 Blue squirrel from Animal Crossing
- 59 Fell for (two words)
- 60 Allows
- 61 "I'll have what ___having"
- 62 Latvians, archaically
- 63 What jaws and stocks do

DOWN

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- 1 Ingredient in both pudding and smoothies
- 2 Angrily go on about
- 3 Facilitators of player trade in MMORPGs
- 4 IKEA shark
- 5 True statements, or logic's counterpart in a meme
- 6 "Kinda"
- 7 Pedicure location (two words)
- 8 Store, as fodder
- 9 Harmonium (two words)
- 10 Unnamed question submitter on tumblr
- 11 Feature of a road or pool
- 12 Tavern brews
- 13 Snark
- 19 Counterpart of maki sushi
- 21 Parisian pal or friend, in French
- 25 Bouchard of The Magnus Archives
- 26 Skin disease caused by mites
- 27 Pirate's cry
- 28 Competitor of Merriam-Webster (abbreviated)
- 29 Reverie enjoyer
- 30 Grenoble's river
- 31 Dermatological concerns
- 33 Garden-related
- 36 Fish eggs
- 37 Totals, as a grocery bill (two words)
- 38 Questionable, to players of deception games
- 40 Alphabet created by Mormons in the 1800s
- 43 Remove
- 44 A form of unsaturated fat
- 45 Leftover, as product
- 47 Bees' less well-liked relatives
- 48 Hospital scans (abbreviated)
- 49 Exclamation accompanying a raised hand
- 50 Six flipped
- 51 A person's, generally speaking
- 53 Enthusiastic about, as a hobby or a person
- 54 Common speech impediment
- 56 Tagged in an elimination game

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