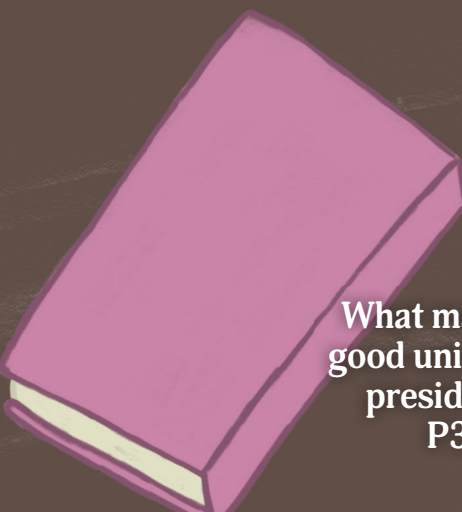




Imprint

Your Stories, Your Voice

April 2025
Volume 2 Issue 9



What makes a
good university
president?
P3

What has WUSA
accomplished from
their 5 year plan?
P9

Change Engine
winners put plans
into practice
P18

TABLE OF CONTENTS

03 What makes a good UW president?
by Tiffany Wen

06 UW once had its own radio station —
what happened?
by Andie Kaiser

09 WUSA's five year plan review: Did
they reach their destination?
by Christiano Choo

14 Beyond the convocation stage: Re-
flections from Waterloo Warriors
by Carla Stocco

16 Winners of Change Engine share
advocacy ideas
by Humreet Sandhu



22 Recipe: Sub in a tub
by Ingrid Au

23 April crossword
by Zoe Cushman



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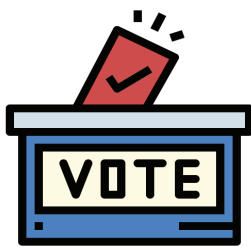
What makes a good UW president?

By Tiffany Wen, Staff Writer

For any institution, having a strong leader is inevitably one of the most crucial factors in ensuring its success and defining its future. At a university like UW, the president has responsibilities like upholding institutional reputation, setting the tone for a long-term vision, making decisions on campus development, and resource management.

Back in October 2024, UW's current president, Vivek Goel, announced his decision to end his tenure and not seek another term due to family circumstances. Although his term officially ends on June 30, 2026, the process of finding the next UW president has already begun. As this process inches forward, it begs the following questions: what actually makes a good UW president? Who decides? How do you find someone fit for the role?

The process of finding and electing a new president takes more time, people, and discussion than one may think, involving unique aspects like publicity, stakeholders, and strategic fitting. Established in 1973, Policy 50 of the University of Waterloo Act is critical in guiding the process. It outlines things like qualifications, term of office, and appointment procedures. In other words, it provides basic rules that finding and being president must adhere to.



UW secretary Genevieve Gauthier-Chalifour assists the search by interpreting the policy and ensuring integrity. She helps provide a timeline for the overall process, which is triggered the moment it is known a presidential term is ending. Before the search for president is able to begin, a Presidential Nominating Committee must be formed (this is the team that will conduct the search itself). Call for nominations for committee membership begins right after the end of a tenure is announced, with the timeline of formation and required member positions guided by Policy 50 as well.

The Presidential Nominating Committee is composed of individuals from different faculties, affiliated institutions, and offices. Undergraduate students are included

as well, being drawn from student members of the Board of Governors, appointed on the recommendation.

The Committee currently consists of 19 members, with UW alumni Murray Gamble and Teresa Fortney as the chair and vice-chair respectively. The Nominating Committee is supported by the secretary and a search consultant, which is currently Laverne Smith & Associates Inc., who has deep knowledge of the university sector and potential candidates, and can help guide conversations amongst committee members.

The Committee then interviews each presidential candidate at least twice, and Gauthier-Chalifour underlines that this is a two-way process. In other words, while the university is interviewing potential candidates, the candidates are also interviewing the university, ensuring their leadership style, vision, and goals would align with the institution. That means the university must provide adequate information to the candidates. When it comes down to the final nominees, the Committee has discussions in order to come to a consensus about their final recommendation. From the time the Committee is established, it takes around 10-12 months to elect a new president.

In addition to the nominating committee, students, faculty, and staff have the opportunity to voice their opinion during this process. On the university's presidential search webpage, there is a section dedicated to community input which states: "Consultation with the community is an integral part of the comprehensive search process. Members of the UW community are invited to provide input through a brief questionnaire facilitated by Laverne Smith & Associates." The questionnaire asks questions like what priorities a president should have and what challenges they should expect to face. Gauthier-Chalifour mentions that receiving input from the broader community is important to the process because everything is taken into consideration and competing views are balanced out. This does raise questions about whether opposing views end up negating each other (meaning neither concern is addressed), or if there is a formal and educated process for weighing differing opinions. On top of the questionnaire, UW community members can send emails to presidentialexsearch@uwaterloo.ca to provide feedback or ask questions.

The entire process, from committee member nominations to discussions led by the search consultant, is designed to ensure that the next president is a good fit for the university. But from a student perspective, it seems a good president is one that listens. Second-year biomedical engineering student Amelie Gong stated that UW is an incredibly diverse place with a range of people that are extremely passionate and driven in different areas. For her, a good UW president supports that by “understanding those diverse backgrounds/fields and understanding the link between student culture, school, and employment.”

In a similar vein, Anoosha Trehan, who is in her third year in the biotechnology and chartered professional accountancy program, mentioned that a good president is “well-versed in all issues and actually takes action based on student input.” Third-year legal studies undergraduate student Rowan Sinclair pointed to the pro-Palestine protests last spring and stated that “the ideal president of the university should try to negotiate with their student body if anything is wrong.”

Evidently, a major priority for students is to feel heard and understood. Collecting community input like this from students and taking action to implement those standards can potentially shape the dynamic between the student body and senior leadership. Given the fact that the needs of students are constantly evolving, it’s important for university leadership to coordinate and listen to students. By doing so, it ensures that the institution adapts to changing demands, better fostering a landscape that supports academic growth and overall community well-being.

Though it might be easy to lose sight of why it even matters, having a good UW president really can directly impact student, faculty, and staff experiences. Gauthier-Chalifour was adamant that an important part of the consultation process is hearing from the broader community, and that means taking all feedback into consideration. It may seem easy to ignore the emails on the topic, but it would be worthwhile to stay attuned to any updates and provide honest feedback about what you look for in the next UW president. While it’s unclear how exactly the university uses student feedback to inform the process, the larger number of voices and opinions there are, the harder student voices are to ignore.

All past presidents at UW

Vivek Goel
2021-2026

UW has had seven presidents throughout its history, including Goel, who will have served the shortest term from 2021 to 2026. Before becoming president, Goel worked at the University of Toronto for about 30 years, and served in various roles including provost, vice president, and professor. He also served as president and CEO of Public Health Ontario from 2008 until 2014. Goel obtained a doctor of medicine (MD) from McGill University and completed post-graduate medical training in community medicine at the University of Toronto. He also obtained a master’s degree in community health from the University of Toronto and a master’s degree in biostatistics at Harvard University in the U.S.



Feridun Hamdullahpur
2010-2021

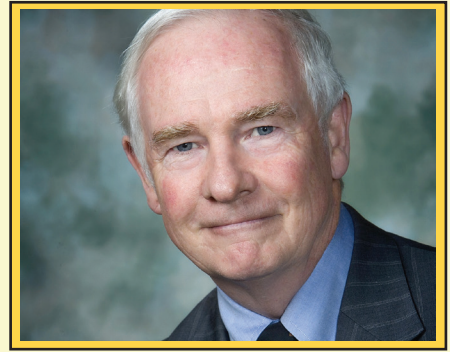
Before Goel, Feridun Hamdullahpur served as the sixth president of UW from 2010 to 2021. He has had an over 35-year career in research and higher education, during which he served as vice president academic and provost at UW and took on various leadership roles at Carleton University. He holds a PhD in chemical engineering from the Technical University of Nova Scotia after earning bachelor’s and master’s degrees in mechanical engineering from the Technical University of Istanbul.



David Johnston

1999-2010

David Johnston served as president from 1999 to 2010. He completed his studies with distinction in three countries: Harvard University in the U.S., University of Cambridge in England, and Queen's University in Canada. He went on to serve as professor at various post-secondary institutions, and eventually served administrative roles as the dean of law at the University of Western Ontario and principal at McGill university. After his time as the president of UW, Johnston served as the governor general of Canada from 2010 to 2017.



James Downey

1993-1999

From 1993 to 1999, James Downey was the president of UW. He graduated from Memorial University of Newfoundland and earned a PhD in English literature. He earned a series of administrative and academic posts at Carleton University, including president and vice president academic. During his presidency at UW, Downey also served terms as chair of the Council of Ontario Universities and chair of the Association of Commonwealth Universities.



Douglas Wright

1981-1993

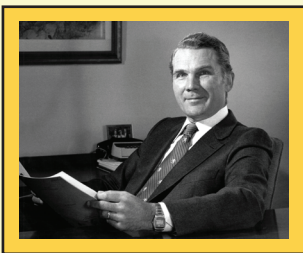
Douglas Wright was the president of UW from 1981 to 1993. He studied civil engineering at universities of Toronto, Illinois, and Cambridge, where he obtained a PhD degree. Wright taught for several years at Queen's University until 1958, when he joined UW, initially as the first chairman of civil engineering, and then the first dean of engineering. During his tenure, Waterloo developed the largest school of engineering in Canada.



Burton Matthews

1970-1981

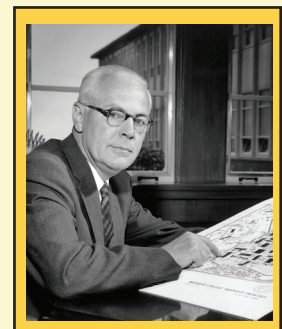
From 1970 to 1981, Burton Matthews served as president of UW. He obtained a bachelor's degree from the University of Toronto through the Ontario Agricultural College (OAC), a master's degree from the University of Missouri and a PhD from Cornell. Matthews started his academic career at OAC and worked with the University of Guelph at its founding in 1964, serving as the first vice president academic.



Gerald Hagey

1958-1969

The first president of UW, Joseph Gerald Hagey, served from 1958 to 1969. He was the key person among a group of Waterloo Region citizens who initiated the founding of UW. He was educated in Hamilton and later a Waterloo College, then a church college affiliated with the University of Western Ontario. He graduated Western in 1928 with a bachelor of arts degree. He joined the B. F. Goodrich sales team, and after stints in the printing field in Toronto and Kitchener, he became advertising and public relations manager for that company. In 1953, he left B.F. Goodrich to take on the position of president of Waterloo College.



UW once had its own radio station — what happened?

Andie Kaiser, Senior Editor

Did you know that our university used to have its very own campus radio station? Its origins begin in the mid-1960s, with students on campus working hard to create a station that could broadcast music for others in the KW area. In the years since, this radio station shifted to become what is now CKMS-FM — a local station independent from UW or its students — but there is a long and fascinating history of the time in which it was operated by and for the student body.

In 1968, a group called the UW Broadcasting Association began closed-circuit programming on campus, running out of the small, windowless room 1304 in the Engineering 2 building. Things were still quite experimental at this point — the group would broadcast music for one week on a trial basis, using second-hand equipment they'd acquired from a station in Hamilton. In the documentary *Radio Waterloo*, released in 2018 by CKMS-FM, many members of the Broadcasting Association revealed what these early days looked like. "It was masking tape and epoxy glue," joked Bruce Steele, who was part of the group from 1967-1972.

Some time later, operations moved to the Campus Centre — now known as the SLC — placing the Radio Waterloo station right in the hub of campus activity. At this point, the Bombshelter pub was still in operation, making the Centre a hot spot for dances and other social gatherings. In 1970, the station began broadcasting on cable radio through Grand River Cable, since at this point universities were not allowed to have FM radio stations. This meant that listeners would only be able to access the station

RADWAT GOES STEREO

When campus station Radio Waterloo goes on the air again on September 4, it will probably be in stereo, but the station won't have its own call letters for a while yet.

RadWat staffer Bill Wharrie told the *chevron* that while they're working on setting up stereo, it still was "not 100 per cent, but like 95 per cent sure for September".

As for the call letters, RadWat co-ordinator Dave Assman had earlier told the *chevron* that an application had been sent to the federal department of communications for the letters CKLA.

He said these letters had no significance beyond the fact that staffers thought they sounded okay, and no other station had registered them yet, according to the published lists.

But RadWat has since been informed that another station had previously requested those call letters, and been granted them. They had not been listed as that station is not yet in operation.

So it may be quite some time before the local station can hassle through the bureaucracy to get call letters of its own.

Radio Waterloo will hold its organizational meeting on September 15 in the campus centre building.

—adrian rodway

from a few locations, including places at UW like the Campus Centre and St. Jerome's, and at four Waterloo Lutheran locations, which was the previous name of Wilfrid Laurier University.

Radio Waterloo began thinking about where a transmitter might be placed on campus in order to cover more territory, and experimented with broadcasting from the roof of the Dana Porter Library. From the university administration side however, there was some concern about allowing students 24-hour access to the roof, and so Radio Waterloo soon made its big move to the Bauer Warehouse just off campus. Here they would have access to a broadcasting tower, and finally get proper studio space and equipment.

After being denied an FM license during the first several years of the station, there was a split within Radio Waterloo. Some members decided to try going for a community radio license, separating themselves from the university-specific broadcast. The group, called Wired World Inc., established CKWR — a broadcast call sign meaning "C Kitchener-Waterloo Radio" — which still runs today.

But for those who remained with Radio Wa-

terloo, there was still no FM license. That finally came in 1977, when the Radio-television and Telecommunications Commission approved their application for a broadcasting license and Radio Waterloo was granted the call sign of CKMS. This meant that the station could be tuned into across the whole of KW, expanding their reach to students and other young people alike. Also during this year, the station became a founding member of the Ontario Radio Campus Organization. “I think [the] spirit of the time was free-form alternative radio,” said Bill Wharrie, who joined Radio Waterloo in 1972 and spoke about his time there in the documentary. “We realized at the time that a campus radio station, and the schedule that a campus radio station has, is different from any other radio stations,” he added, explaining that new kinds of music or programming would play every

couple of hours. As such, Radio Waterloo created FM Times, a program guide that would let listeners know when to tune in for specific broadcasts.

Shows featured on the broadcast ranged far and wide — from all kinds of music to spoken radio shows and plays. Looking at these program guides can shed a light on what students were interested in over the years. The variety is huge: literary campus aired for half an hour every Tuesday, where original work written by students would be read live, such as short stories and poetry. Leaping Lesbians began airing in 1979, a show programmed by lesbian students that included music, community news and events, and discussions with listeners. Radio Waterloo Sports

It's like everything else in a democratic society that we pay a small amount for individually. But because we contribute a small amount to it, this bigger thing is allowed to exist

Bill Wharrie,
who joined Radio Waterloo in 1972

Report broke down the latest in campus sports, including interviews and information on upcoming events. As such, the station became not only a medium for sharing music, but also for connecting the community.

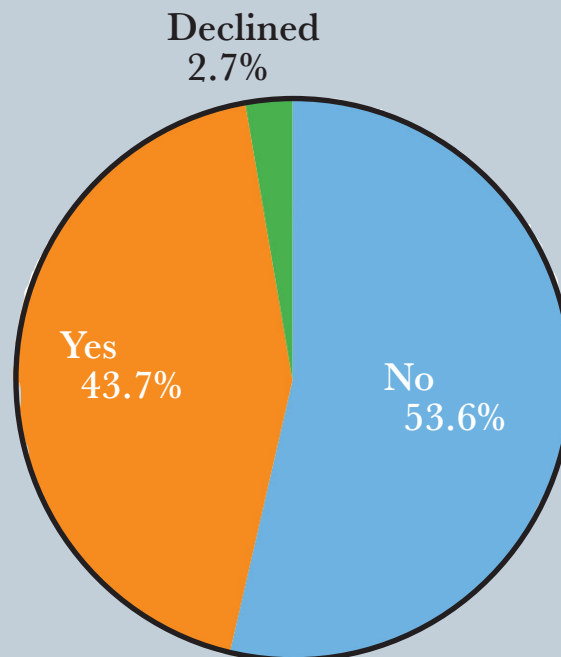
As the years went on, CKMS began to struggle more and more with funding. In October 1983, budget constraints led to the last issue of FM Times being released. Several years later in February 2008, a referendum was held that allowed students to vote on whether they would continue



funding the station. At this point students were paying about \$5 per term — a fee which was refundable, upon request — which comprised roughly 90 per cent of the station’s operating budget. The result was about a 2 to 1 vote to defund the station. As a result, CKMS was forced to undergo a massive restructuring, firing long-time staff and attempting to rebrand themselves in an effort to gain back student support. This led to another referendum in November 2009, which asked students to pay just \$2.50 per term to support the station. An article from The Cord showcases the slim margins of the resulting vote: with only 18 per cent of students voting in the referendum, 2,005 voted in favour of the fee and 2,460 voted against it. Wharrie tried to sketch a broader picture of what the station meant to the community: “It’s like everything else in a democratic society that we pay a small amount for each individually. But because we each contribute a small amount to it, this bigger thing is allowed to exist.” He explained that for the average student, however, this didn’t seem to matter, with everything coming down to the money. According to Wharrie, students’ prevailing sentiment was: “Am I gonna pay \$5.50 a term or not? Well, it doesn’t do anything for me, I don’t listen to it, so I’m not gonna pay for it.”

Locked out of the Bauer Warehouse, CKMS pulled things together to move to Maxwell’s Music House. Those who wanted to host shows on the station had to pay to do so, and were responsible for finding sponsors that would help

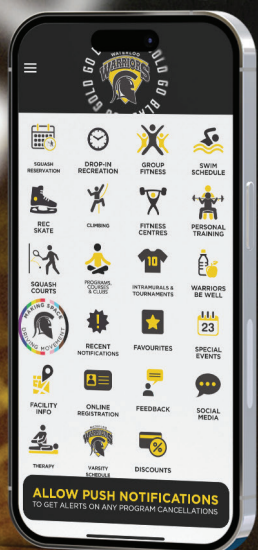
SOUND FM referendum results



A referendum in November 2009 asked students to support the SOUND FM station for \$2.50 a term. 18 per cent of students voted, with 2,005 voted in favour of the fee and 2,460 voted against it.

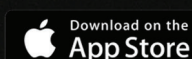
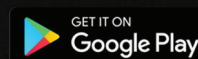
pay the bills. But rent was still too expensive and the station moved to a building on Waterloo Street, then to King Street, and finally to Duke Street, where it is currently located, operating as a community radio station.

Those involved with the station in recent years say that things are still tough, and that they likely always will be. But the dedication of the Radio Waterloo team through the years goes to show that they certainly won’t go quietly.



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WUSA's five year plan review: Did they reach their destination?

Christiano Choo, Senior Editor

Reflecting on WUSA's 2020-2025 strategic commitments, we see a whole slew of ambitious goals being set out to strengthen student engagement, inclusivity, and support across campus. Prioritizing accessibility, community building, and meaningful opportunities for personal and professional growth, WUSA aimed to cultivate a vibrant and dynamic student experience. Their efforts focused on expanding services, promoting equity, and addressing the diverse needs of students by meeting them where they are.

As we look back on these goals, however, it's important to assess whether these were successfully achieved. Did the changes implemented truly enhance student engagement? Were marginalized communities better supported? How effective were the expanded services in meeting the evolving needs of students?

WUSA's early progress on its 2020-2025 strategic plan is reflected in the 2022 Impact Report. Among its key initiatives, they streamlined the Society Event Form process to minimize liability and enhance support for student-led events. They also successfully pushed for the return of a refund-based society fee model, restoring a system that had benefited students before the 2019 Student Choice Initiative. Additionally, WUSA worked to strengthen ties with satellite campuses by engaging with staff and students and conducting surveys to better understand the diverse needs of their student body.

To strengthen data collection, WUSA developed the Representative Survey Platform, allowing for more efficient feedback from students, and conducted a Return to Campus Survey to assess student experiences during the transition back to campus. WUSA also focused on offering additional student roles, such as paid coordinator positions for student-run services.

They demonstrated their commitment to equity and inclusion through anti-racism training for staff and marketing teams, as well as initiatives to remove barriers preventing marginalized students from engaging in

democratic processes and employment opportunities. Infrastructure improvements also played a key role in enhancing student well-being, with expansions in student spaces at the Student Life Centre (SLC), the addition of new study rooms, and the implementation of the Lounge Plan to create more inviting and functional communal areas.

Much of this momentum was carried forward into 2023, where we saw further progress in all these areas. WUSA worked hard to improve engagement at satellite campuses in Cambridge and Stratford. The orientation team provided support for student volunteers on these campuses and sent swag kits to new students. WUSA also helped launch the first fully self-serve micro-market at the Kitchener campus. In addition, the "Supporting Stratford Project" was initiated, involving focus groups with GBDA students to address challenges like housing and transportation, ensuring that the specific needs of satellite students were met. WUSA also expanded its services beyond the SLC to meet students where they are. The Warrior Breakfast was brought to satellite campuses in the fall, followed by Satellite Campus Lunch in the winter. The Turnkey service introduced a live chat feature to provide virtual assistance from 8 a.m. to 9 p.m. daily.

WUSA also provided valuable growth opportunities for both students and staff. The orientation team attended the National Orientation Directors Association (NODA) Conference in March 2021, receiving training on topics like accessibility, inclusivity, and sustainability. WUSA's Commercial Operations team hired over 50 part-time staff, many of whom had no previous work experience, helping them build essential skills. Additionally, co-op students in marketing shadowed full-time staff to gain confidence in handling complex business relationships, while new positions in the Clubs team and a Services Support Specialist role further supported the growth and professional development of staff and volunteers.

Additionally, WUSA renovated more areas of the SLC, including new carpeting and the transformation of the former Bombshelter Pub into a student lounge, which opened in May 2023. These efforts aimed to create a more accessible and welcoming environment for all students.

In 2023 the Inclusive Washroom Project was also carried out in collaboration with Glow and the Office of Indigenous Relations, ensuring that all students had access to safe and inclusive spaces. WUSA also launched advocacy efforts for 2SLGBTQ+ students and those with disabilities. This year, WUSA also assisted with over 1,000 student society events and 500 student-run service events. They enhanced the visibility and accessibility of these services by relocating them to more prominent areas within the SLC. The Advocacy and Campus Life teams worked together to improve how services and their advocacy efforts could be better supported, ensuring a greater impact for students involved in these initiatives.



Nick Pfeifle, 2024-2025 WUSA president

File photo

Finally, they also took significant steps to ensure the financial sustainability of its services and improve student spaces. The planning for the new food outlet, Chaska, was completed, with the opening set for August 2023. However, this was delayed until fall 2024. The SLC's Strategic Plan was also finalized, setting a direction for future improvements to student spaces. For its goal of enhancing student publications, WUSA also conducted focus groups to gather feedback on *Imprint* and launch a new direction for its format in the upcoming terms. The data from these initiatives would eventually be used to guide *Imprint's* transition from a newspaper to a magazine.

Looking now in 2025, Nick Pfeifle, WUSA's soon-retiring president, reflects on whether these goals were reached. Regarding the original goal of creating a member management system, Pfeifle stated that the system hasn't fully realized its initial position. Instead, the initiative has evolved into a platform where students can access discounts and sign up for clubs. "It's less a social media platform and more of an administrative tool," he said.

Pfeifle also reflected on the ongoing struggle to ensure that WUSA stays responsive to students. He notes that a loss of student input in decision-making has been particularly disheartening. "I've tried my best through just force of will," he admitted, underscoring the challenge of maintaining genuine student involvement, especially in strategic roles outside of marketing and events.

Another notable area of focus was the expansion of WUSA services beyond the SLC to make them more accessible. While the idea of online services and hybrid meetings seemed vital, Pfeifle offered a nuanced perspective. "Having it in person is a lot more effective," he argued, emphasizing that deep, meaningful interactions are better-achieved face-to-face. Despite this, the association continues to expand its services, though most are still centralized in the SLC due to logistical limitations. Pfeifle said that this isn't necessarily a bad thing,

mentioning DC Turnkey as an example of a situation where WUSA's direct involvement isn't always necessary. He pointed out that various student societies, such as the Environment and Science Societies, already manage specific aspects of campus life independently. While this goal may not have been met, it is a healthy decentralization where societies can handle their domains effectively without WUSA-branded interference. "If it's a serious issue, they can direct it to us, or if it's a larger problem, sure, we can step in," Pfeifle explained, emphasizing the importance of allowing student groups to thrive on their own while still providing support when needed.

As for club administration, Pfeifle acknowledged some improvements in processing times for requests and event approvals. However, he highlighted that there are still occasional delays, referring to recent reports of long wait times for certain approvals. "It's better, but it's not perfect," he said, reflecting the ongoing efforts to streamline operations.

When it comes to financial sustainability, Pfeifle acknowledged the difficult yet necessary decisions WUSA has faced, particularly regarding the closure of the WUSA used book-

store near the end of 2023. He explained that with the increasing popularity of online textbooks and the growing costs of maintaining the bookstore, shutting it down was "almost definitely the correct decision." Pfeifle noted that while the bookstore was a major financial contributor, the rise of digital textbooks made it unsustainable in the long run.

Looking ahead, Pfeifle stressed that board oversight plays an important role in guiding WUSA's future but doesn't necessarily correlate with financial stability. He said that, despite their favourable position now, there has actually been increasingly less board oversight over the years. While that goal, as outlined and described in 2020, may not have been achieved in its intended way, it may also not necessarily be a bad thing.



Closure of the WUSA used bookstore

Sonder unveiled: Exploring the human experience at the 51st Senior Undergraduate Exhibition

Humreet Sandhu, Staff Writer

Step into the 51st Senior Undergraduate Exhibition, hosted by the University of Waterloo Art Gallery and presented by the Department of Fine Arts. The annual showcase unveils the bold creativity and diverse practices of fourth-year students from the fine arts program. This year's exhibition, which took place from March 20 to April 5, was inspired by the concept of sonder — it invites visitors to explore the interconnected stories of human existence through a striking collection of paintings, sculptures, and prints, with each piece revealing the universal threads that



Humreet Sandhu

bind us all.

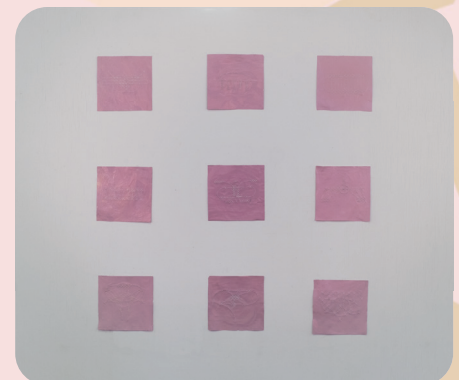
Amy Carr, one of the exhibition liaisons, said that the process and structure of the show is similar every year. However, the professors change, which always shapes how the art comes together. “This year we were mainly a female based class which shaped a lot of our themes, which was important for us because we wanted to represent the different ways our stories interconnect together instead of us as individuals,” Carr said. She explained how last year's group focused on the individual pieces, but that they want-

ed to display as a group.

Watching Murder, an oil on masonite painting by Carr, examines her nuanced relationship with her own mental health. Carr mentioned that the inspiration behind her piece was an exploration of her own mental illness. “I use the crows pulling on my skin as a representation of that because they are often seen as these evil creatures that loom and destroy but they're really just highly intelligent creatures that are just part of our ecosystem,” she said.

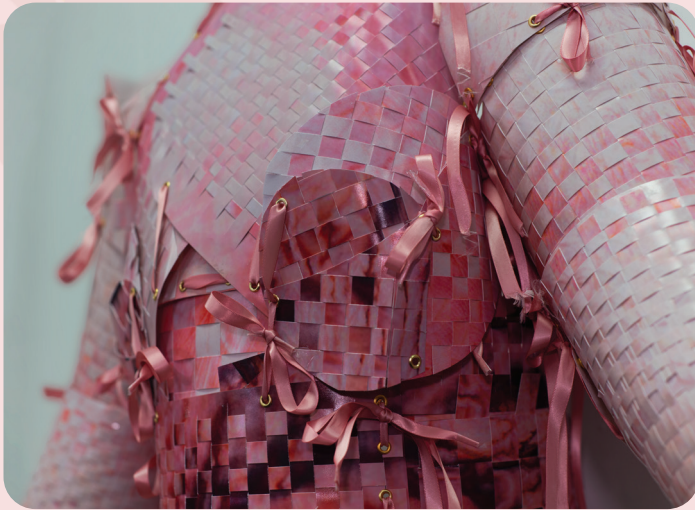
Crows are common and are a potent emblem of anxiety. Through the self-portraiture, she explores her own experiences, emphasizing the thin line separating her relationship with worry from chaos and acceptance. The crows are depicted in a variety of ways, from completely independent entities to symbols of her inner conflict, illustrating how her mental health has influenced the way she sees the world.

Gill Brook's mixed media piece, called *Dance Maps*, was an embroidered quilt made from acrylic paint. The acrylic paint sheets on each square are tailored using the same thread Brook used to sew ribbons on her pointe shoes throughout her dancing career. Brook expressed how her artwork is a way of combining her art with her passion for dance. “Each pink square is embroidered with a map of floor patterns from dances I've choreographed



as a dance teacher and I turned it into a bit of a quilt using colours you typically imagine when you think of ballet and like pinks and whites.” Brook explained how she used a ballet ribbon to put the pieces together and added the pair of ballet shoes on the side to help add context to the piece.

Isabelle Trask’s paper and mixed media piece, called *All That I Am*, is a self-portrait and wearable structure made of hand-woven photographic prints from scans of the artist’s external figure. Trask expressed how she hopes that people see the body as a kind of resilient



and mutable figure that can change over time. “I look at the body as a personal circumstance that you don’t always have control of, so it’s also like finding the strength in your own personal experience, which oftentimes is unchangeable,” she said. Trask emphasized how her inspiration for the piece came from her own connection to her own body. “I’ve been working through a lot of body dysmorphia and dealing with what it means to have a woman’s body in today’s culture. Feeling like something is wrong with it and it’s not what it should be.” Trask expressed how her goal is to always invite viewers to accept uncomfortable representations of the body so they’re more comfortable



with different experiences.

Xuemei Lu’s ceramic piece, called *Moth to a Flame*, focuses on the manipulation of texture to achieve storytelling by looking at emotions, tactile experiences, and the beauty of nature. Lu expressed how her inspiration behind the piece came from a conflict between different perspectives. “When you think something is very valuable but some people may think that thing is just a waste of time. I admire and respect people who choose to do it regardless. I think that’s the way to live a very fulfilling life,” she said.

Ashlee King’s oil painting *It All Begins with Blue* is one of a number of pieces that illustrate her ever-growing universe. The paintings are a combination of oil on canvas and digital prints. The “Dewrose”, a mysterious pod-like plant that drastically changes the local ecology and its inhabitants, is the focus of the piece. The work showcases how nature transforms into an unfamiliar and fantastical scene as new roles emerge, moving beyond the well-known green hues of life. King stated, “I wanted to create a world that other people can expand upon and that they can find some sort of relationship within a dark story. I want people to take these creatures that I make and I want them to see the melancholy, and I want them to try to find some sort of relationship or meaning behind it.”

Beyond the

convocation stage:

Reflections from Waterloo Warriors and resources for life post-graduation

Carla Stocco, Staff Writer

From the moment you attended your first lecture, walked into Dana Porter Library (DP), or tapped your WatCard at PAC, you gradually began to make UW home for the next few years of your life. Regardless of whether you lived in residence or off-campus, becoming a Warrior gradually became a part of your identity, a part of your time at Waterloo. If your undergraduate career is coming to a close this year, it can be meaningful to reflect on your last few years as a student, get excited about your future endeavors, and discover the resources that remain available to you as a UW alumnus. Whether you're curious about the reflections of a fellow 2025 graduate or are interested in learning more about how one UW alumnus has soared to new heights, let's dive into the incredible possibilities that await after crossing the convocation stage.

How one UW alumnus' journey can inspire new graduates and current students

Before I got to know UW, joined *Imprint*, or met UW alumnus Tyler Jing, it was 2022, I was beginning my second year, and I was nervous. Maybe like me, your first year had been entirely online due to COVID-19 restrictions and you had yet to step foot into a university classroom. When I finally entered my first in-person class, an intermediate spoken French course at the Quantum Nano Centre, I was quickly put at ease as I chatted with several welcoming peers, including science and avia-

tion student Tyler Jing. In his LinkedIn bio, Jing describes his ongoing fascination with aircrafts as dating back to childhood, admitting he's long been "ripping out airline advertisements from magazines to throw onto [his] bedroom wall as room decor." Flash forward to 2025 and Jing has flown closer and closer to those childhood dreams: becoming a First Officer for Sunwing Airlines, hosting UW's first TEDx conference in five years, and starting his tenure this year as a professor in the school of aviation at Seneca Polytechnic. Asked if he felt prepared to pursue a career after graduation, Jing admits the hard-skills of flying the Boeing 737 required on-the-job training, but many of the necessary soft skills

required of a professional pilot and colleague in the flight deck were acquired at UW. “Starting as an airline pilot required discipline, grit, and perseverance to push through the strict training standards.” Jing credits the supportive environment at UW for showing him “that [he] was capable of putting in the work to become the best pilot [he] can be.”

Looking back on his undergraduate journey, Jing learned lessons and developed insights that can inspire current students and new graduates. He emphasizes the importance of taking opportunities at UW that would strengthen one’s career and academics, yet “realized finding joy in what [he] was doing was equally important.” Mentoring younger students also gave Jing a sense of community and purpose, all the while enabling him to develop his leadership capacity. One tip Jing offers is to work on building relationships during your time at UW and put energy into people and relationships who care for and support you. Next, he underscores avoiding self-imposed expectations and comparison. He reminds us that comparing yourself to others’ achievements can blur your perspective on your own accomplishments. He also emphasizes seeking opportunities that push you beyond your comfort zone and going after the goals you feel passionate about.

Asked for any wisdom for 2025 graduates, Jing acknowledged concerns regarding employment in today’s economy, noting that the job search may be frustrating and first jobs can be tough. He encourages embracing periods of discomfort, treating them as character “workouts” that can push you towards something greater. Jing emphasizes maintaining a spirit of optimism through the difficulties you face after graduating, always believing in your capacity “to find joy and purpose in unexpected places.”

Reflections from a 2025 computer engineering graduate

Rishit Daru, a fourth-year computer engineering student, is looking back on his past four undergraduate years with pride and enthusiasm for what comes next. During his time at UW, he feels that the three most impactful skills he developed were time management, collaboration, and critical thinking. Daru reflects fondly on UW’s co-op program, “The real magic happened when I collaborated with friends, professors, managers, and colleagues at my co-op placements. Those experiences were where I learned the most, and I can’t wait to keep that going in the future.” As for his specific program, he emphasizes, “UW engineering constantly challenged me to think differently and approach problems in creative ways, and trust me, it was way more fun than it sounds.”

Maybe your dream is to become a university professor, design a city’s landscape, or become a journalist. If there’s one thing we can learn from Daru and Jing, it’s to never stop believing and reaching for your dreams. With determination and passion, there’s nothing the human spirit can’t accomplish.

What resources remain available to UW Alumni?

At UW, there are plenty of resources that remain available after your convocation day. Whether you’re interested in keeping up with your gym routine at PAC or signing out books from DP, let’s explore a few key resources you can make the most of as an alumnus:

Campus Libraries

Love discovering new reads and diving into the latest online scholarly articles? Graduating doesn’t mean you have to stop reading! Alumni library privileges are automatically provisioned with no activation needed, although the library advises testing access by signing in with your WatIAM credentials to ensure a smooth transition. The UW library site states that alumni may borrow up to 20 books with a maximum

loan period of 120 days from UW and the Annex. Alumni also have access to several online resources, which includes sites that range from Sage Journals to Medieval Travel Writing. To see the full list of online resources available to alumni, check out the UW library page and look for “Alumni electronic resources” listed under the “Alumni and community borrowers” heading.

UW Alumni Podcasts

If you’re a fan of podcasts, what better way to learn more about what current UW graduates are up to than to check out UW’s own alumni podcast, *Uncharted: Warriors in the World*. In *Uncharted*, UW alumni delve into their career journeys and describe the many unprecedented turns, difficulties, and triumphs they’ve experienced. The podcast channel also offers two other series, one titled “Alumni Know,” featuring alumni experts who discuss everyday topics affecting daily life, and “Event Broadcasts,” which highlights different alumni events hosted worldwide via podcast. If you want to stay connected to the UW community, listening to the podcast is an accessible way to stay connected and inspired by fellow warriors.

Information Service Technology (IST)

You’ve worked hard over the course of undergrad and retaining copies of your academic papers and assignments is likely top of mind. When it comes to access to your Microsoft Office email and license, alumni retain indefinite access, meaning you’ll always have access to your UW email accessible on Outlook and calendar. Access to all other Microsoft Office applications, such as Word, PowerPoint, and Excel, will be lost approximately 16 months after your graduation date. I reached out to one of UW’s senior-level computing consultants, Chao Yang, for some suggestions for recent graduates. She urges alumni to do the following:

1. Remove and transfer all your data off of your OneDrive
2. Log onto WatIAM and update your password recovery email
3. Update your Quest info, including address, phone number, and personal details
4. Log onto the Duo 2-Factor Authentication Self-Service Portal and add a backup phone number or device to your account

Yang reminds alumni that the IST team is always happy to help and can be contacted for assistance signing into WatIAM and updating your Duo account.

UW Athletics

If the gym is your sanctuary and lifting at PAC or gliding across the rink at CIF sound like activities you want to keep pursuing after graduating, you’ll be glad to know that UW Athletics offers several membership options for alumni looking to keep breaking a sweat at the PAC and CIF facilities. Athletics office administrator Abby Rowland breaks down membership options and their costs:

4-Month Membership: \$150 + HST

8-Month Membership: \$270 + HST

12-Month Membership: \$382.50 + HST

For anyone who is not a current UW student or alumni, guest passes are available for \$10 + HST/Day. The spouses of alumni can also purchase a membership at the same alumni pricing, however a \$30 fee payable to the WatCard Office is charged to cover the cost of their WatCard. Additionally, alumni who prefer the option to exercise in a guided group setting can purchase a fitness class membership for \$64.00 + HST per term or opt for a day pass for \$5.50 + HST. If one of your favourite parts of athletics is cheering on our student-athletes, you can purchase a Black and Gold Alumni pass for \$20.00 + HST which “grants you and a guest access to all exhibition and regular-season home games for one varsity sport of your choice.” Rowland

states that alumni access to athletic facilities and services is available indefinitely, provided an active membership is maintained: “There isn’t a time limit post-graduation; you can continue to renew your membership as desired.”

Student Success Office (SSO)/ International Experience Centre (IEC)

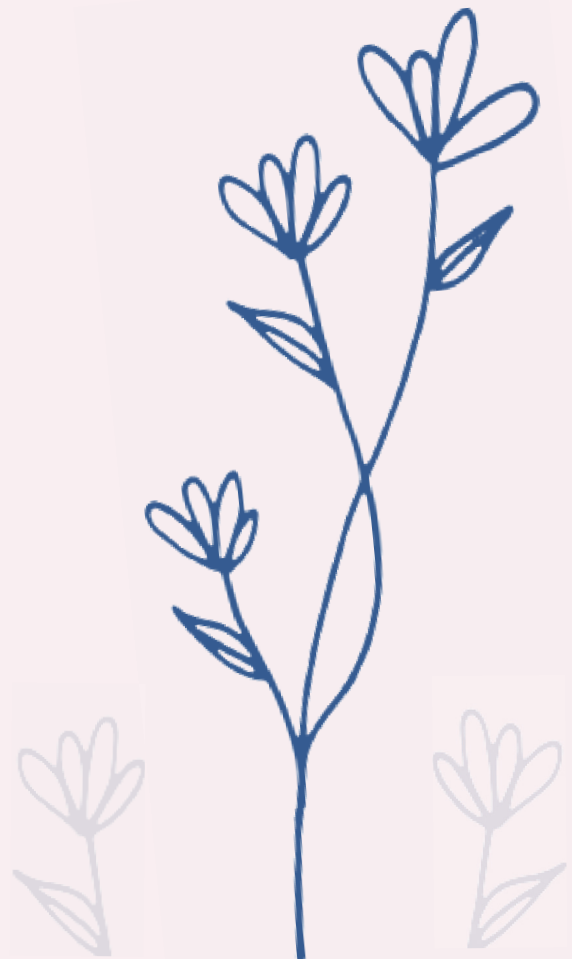
Need help maintaining your immigration documents? A team of Regulated Canadian Immigration Consultants (RCICs), licensed with the College of Immigration and Citizenship Consultants (CICC), offer current students free and confidential consultations. If you enjoy the service and support provided, Heather Westmorland, the associate director of the Student Success Office, shares that immigration consulting is currently the only service the SSO and IEC are offering alumni and consultations are available for up to two terms after completion of studies.

The Centre for Career Development (CCD)

If career advising is something you’re interested in after graduating, Jodi Szimanski, associate director of communications, engagement and digital experience, states that the Centre for Career Development has services available to alumni for life. Career advising appointments are done in partnership with Alumni Relations. The first three sessions are free, after which appointments are \$40 per hour. The job search tools within WaterlooWorks continue to be available for alumni and you can also continue to access the online career resource, CareerHub. CareerHub is an online resource providing extensive tips to help transform academic abilities into career opportunities. Discussing themes that range from networking to interviewing, check out the site for effective strategies to help find and ace your next job interview.

Looking back on the journey

As you reflect back on your individual undergraduate journey, perhaps you feel proud of how far you’ve come and all you’ve learned. Maybe you smile, looking back on all those nights spent cramming for midterms or walking home after a midday workout at PAC. Through the toughest exams and amid the typical challenges of undergraduate life, you’ve overcome every obstacle to make it to this moment. Though this experience ends, you can trust that there are countless joyful moments that await you after crossing the convocation stage. As you take the next steps towards your future, carry the resilience that has made you a Warrior wherever this life takes you and know the home you’ve made at Waterloo will always be a part of you.



Winners of Change Engine share advocacy ideas

Humreet Sandhu, Staff Writer

Real change is coming to UW, spurred on by the initiatives of winners from WUSA's recent Change Engine Competition. The competition took place on Jan. 23 and united student-led initiatives to tackle important issues such as mental health, sustainability, and access to resources and safety. The competition included three streams, where each winner received three one-hour mentorship sessions with professionals, networking opportunities, and publicity on WUSA's social media and website.

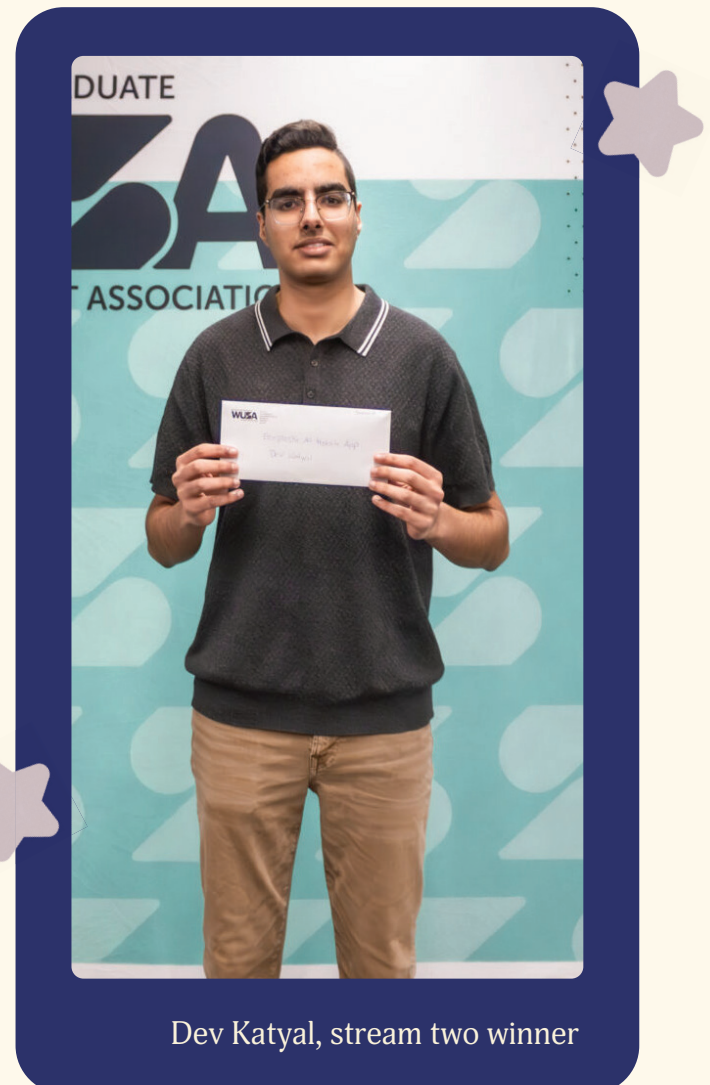
The stream two winner is computer science student Dev Katyal, who received \$3,000 for his EcoPlastic AI mobile application. Katyal's EcoPlastic AI project is an interactive software that attempts to address the growing problem of plastic waste and encourages sustainable recycling methods. Users can upload a picture of their plastic waste on the app to get real-time disposal advice. In addition, the app has instructional modules, quizzes, and rewards for scanning items with the long-term objective of reducing campus plastic waste by 30 per cent in three years.

Katyal was inspired when he found out that the average student uses around 300 single-use plastic items annually, significantly higher than the average Canadian. He said that only 10 per cent of garbage is being recycled, while the rest ends up in landfills. "I knew that there had to be a better way to spread awareness about this issue," he said.

Katyal started working on his app months before the competition, dedicating hours to planning and designing. "Building an app is really hard. It takes a lot of hard work. My research included interviewing 50 students, which revealed a surprising problem: many students didn't know what items could be recycled, a simple yet pervasive issue that EcoPlastic aims to

solve." EcoPlastic allows users to scan any plastic item, such as a water bottle, and the app instantly identifies the material and provides proper recycling instructions. "The app uses AI technology to achieve 70-90 per cent accuracy in determining the recyclability of items. It tells you exactly where it should be recycled," Katyal stated.

Katyal expressed that marketing the app was the biggest hurdle in his mission. "The hardest part was



Dev Katyal, stream two winner

having a great product, attracting users required a strategic effort,” he said. He turned to Instagram, where he had already garnered over 1,000 followers. Katyal focused on creating engaging content to raise awareness about the app. “I realized that original content, like funny skits, works better than paid ads,” he said.

Katyal plans to use the funds from the competition to cover the costs of rewards and marketing initiatives. In addition to Instagram, he has also launched a website and the app is close to launching. “I’m thinking of running on-campus marketing events, like setting up tables in the SLC and putting up posters. By engaging students directly, I hope to increase awareness and drive adoption of the app,” he said.

Stream three winner is fourth year planning student Katie Traynor, who got \$1,000 for her campus safety enhancement project, which focuses on student safety, especially for those who walk alone at night. The plan suggests greater lighting, increased surveillance, and an expanded WalkSafe program to identify and improve high-risk areas on campus, making UW a safer and more welcoming place for all students.

Traynor emphasized how the project idea came to her during her time as WUSA vice-president, where she worked with the Ontario Undergraduate Student Alliance (OUSA) to explore campus safety issues. “I did a lot of work with OUSA, and we really looked at what campus safety looked like. I noticed that the University of Waterloo lacked a WalkSafe program, while other institutions such as [Wilfrid Laurier University] and Queen’s University had successfully implemented similar initiatives,” Traynor said. She wanted to make the students’ strong desire to feel safe on our campus a reality. “A student approached me after the hate-motivated attack at Hagey Hall, expressing feelings of insecurity and requesting the reinstatement of the WalkSafe program. This inspired me to take the initiative to enhance our campus safety,” she said.

The process of developing her project included using the WUSA RSP survey for student safety and mental health. The survey provided valuable data on student safety concerns, focusing on areas like comfort and travel methods. “It talked about how students relate safety to comfort, travel methods, connection and belonging. The survey’s results, along with student feed-

back I collected during my leadership roles at WUSA, shaped the framework for the project,” she stated. The use of research is aimed at having a more proactive approach rather than a reactive approach to safety on campus. She hopes to pilot the WalkSafe program during the fall orientation of 2025.

Traynor expressed that her biggest challenge with creating the project was time commitment and understanding what different student groups wanted to see. She stated, “There was difficulty in balancing the demands of communication, planning, and marketing the project.” Despite these problems, she remains dedicated to her cause, sharing, “I’m excited to take on the challenge and bring student safety to the forefront of a lot of WUSA’s work and campus conversations.”

Traynor plans to use the funds from the competition to help launch the pilot program and gather valuable student feedback. “Since I have a limited budget of only \$1,000, most of the funding will be invested back into the WalkSafe program and the student leaders helping me with it. The budget will cover resources such as safety vests, walkie-talkies, and phone lines for the program,” Traynor explained. The funding will also be used for surveys and focus groups to ensure that the program reflects the needs of the student body. Traynor hopes to address the ongoing safety concerns on campus, while also encouraging student involvement with this project. “I want this pilot program and the research that I’m doing to really be the vision of students,” Traynor said, underscoring her commitment to representing the voices of those who feel unsafe on campus.

Stream one winners, Jocelyne Murphy and Christopher Oka, both fifth year systems engineering students, won \$5,000 for their project, Mystery Events for Social Connection, for WYGO. WYGO hosts “mystery events” in an effort to fight student loneliness. These gatherings encourage natural social interactions by including attendees in activities they aren’t aware of beforehand. WYGO gives individuals the tools they need to go from being passive attendees to actively creating communities through coaching and mentoring.



The true cost of cheap fashion

Sophie Smith, Contributor

Have you ever considered how brands such as Zara, H&M, Uniqlo, and Shein are able to release new collections at such quick paces and low prices? The reality is that these brands have traded ethical practices for keeping up with rapid trends. It isn't magic that's behind such low prices — it's low wages. The fast fashion industry's sole priority being high turnover translates to corners being cut wherever possible to make it happen. The price of an \$8 dress from Shein is not cheap, and it's the underpaid workers and our planet that are paying for it.

Inspired by the mass-production, quick-turnover business model of the clothing retailer Zara, *The New York Times* coined the term "fast fashion" in the 1980s. However, its origins can be traced back to the industrial revolution, with the introduction of factories and textile machines that allowed for quick manufacturing of large quantities of clothing. The surplus from this mass production model lowered the cost of making clothing, slowly beginning to allow for increased consumption over the following decades. It wasn't until the 1970s when the exploitative business model of fast fashion (though it wasn't yet called that), began to emerge. Many clothing retailers began exporting their production to low and middle income countries with little to no labour laws, allowing them to pay workers less. Ever since, companies participating in this unsustainable business model continue to drive prices lower and production quicker in an attempt to stay ahead of competitors. The undercover crew in the 2022 documentary *Inside The Shein Machine* discovered workers were forced to endure extreme hours at a daily salary of \$20, which would be docked if any garments had mistakes. Today fast fashion has become the norm, with people now buying 60 per cent more clothing than they did two decades ago. yet keeping items for half as long, according to the consulting

firm McKinsey & Company.

According to the UN Environment Programme, the fashion industry is the second biggest consumer of water, after agriculture, and produces approximately 20 per cent of the world's wastewater in the process of dyeing textiles. Furthermore, as it is the cheaper option to natural fibres, many fast fashion companies use synthetic fibres such as nylon, polyester, and acrylic that are not biodegradable. A study by the International Union for Conservation of Nature reported that about 35 per cent of the microplastics in the ocean come from washing synthetic textiles.



As consumers become increasingly aware of the dark truths behind the fast fashion industry, there has been a growing movement towards sustainable fashion. According to a report from the investment firm UBS, the fast fashion industry could see a 10 to 30 per cent decline in revenue over the next decade due to increasing consumer awareness of its problematic practices. Furthermore, the secondhand clothing market is expected to double in revenue from 2022 to 2027 due to rapidly increasing demand. These trends indicate that consumer spending habits can play a role in whether unethical industry practices continue. Therefore, choosing not to buy fast fashion is an opportunity to support the elimination of the fast fashion business model.



But in a world where it's become so normalized, fast fashion can be hard to identify, especially when considering the many different criteria used to assess sustainable clothing production. However, extremely low prices, rapid turnover, and cheap materials are generally good indicators. Some pretty big brands to avoid in addition to those already listed would be Fashion Nova, Urban Outfitters, Mango, GAP, Hot Topic, Pacsun, ASOS, and Forever 21 to name only a small handful.

ethical manufacturing through wholesale clothing and social campaigns. All of Cyanic's products are locally and ethically made using sustainable and recyclable materials, making it a Founder of Cyanic, emphasized that the company's mission is "merging eco-conscious choices and cost-effective solutions." Their campaigns are centered around education and the promotion of ethical fashion, as well as providing opportunities for participants to give back to their communities, with proceeds being donated to local organizations and shelters. Future event



For some more sustainable alternatives check out websites such as Good On You or Sustain Your Style.

In addition to avoiding purchasing from fast fashion brands like these, you can also simply try to consume less and make the most out of what you already own. A trick I often like to use to ensure I am consuming responsibly is to consider how many times I am realistically going to wear an item before I buy it and how long it will last. Purchasing from sustainable, ethical brands or shopping secondhand are also great ways to avoid supporting the fast fashion industry.

A local resource, Cyanic Clothing, is a Canadian clothing company founded in Toronto that promotes

details can be found by visiting @cyanicclothing on Instagram.

For students interested in learning more about sustainable fashion, there is no shortage of opportunities on campus. Course offering ENBUS 315: Fashion, Consumption, and Sustainability, analyzes the intersection of fashion and consumption, with a focus on textiles and cosmetics. There are also several ongoing campaigns such as WUSA Thrift, and ENVigorate's annual SWAP shop and fashion show.

Sub in a tub

Ingrid Au, Contributor

Tools

- A measuring cup
- Salad bowl
- Tongs

Dressing Ingredients

- 4 tbsp of olive oil
- 3 tbsp of white vinegar or red wine vinegar
- 1 tsp of dried oregano
- A pinch of salt
- Black pepper

Salad Ingredients

- 1 small head of iceberg lettuce; roughly chopped
- 1 tomato; diced or sliced to your preference
- 1/2 - 1/4 of a red onion; diced or sliced
- 1/3 cup of pepperoncini; roughly chopped
- 1/4 cup of provolone cheese; roughly chopped
- 1/4 cup of spicy or regular salami; sliced
- 1/4 cup of deli turkey; sliced
- 1/4 cup of prosciutto; sliced

With spring approaching, it's time for salad season. This salad is inspired by the classic Sub in a Tub from U.S. subway chain Jersey Mike's. This menu item provides a low carb option to those who aren't in the mood for an actual sandwich. It is essentially a salad containing sandwich ingredients and condiments (except for the bread). In my opinion, it is one of the best ways to enjoy a sandwich.



Instructions

In a measuring cup, combine your dressing ingredients. Add your lettuce, tomatoes, onions, deli meats and pepperoncini in a salad bowl. Using the tongs, toss the salad until the dressing and salad are well combined. If you are in a hurry and would like this salad to go, you may place everything in a mason jar instead and shake well.

With the weather slowly warming up, a salad can be your best friend for the times you want something light and fresh. It's a quick and simple recipe, which also serves as a perfect meal prep for finals season. This can be stored in the refrigerator for 1-2 days in an airtight container to maintain freshness. Enjoy!

April crossword

Zoe Cushman, Contributor

ACROSS

- 1 Alvarez in *Cyberpunk 2077*
 5 Troubles
 9 Slopes
 14 First entry of this list (two words)
 15 “Peter Pan” pirate
 16 Middle-Earth elves
 17 ___ impasse (two words)
 18 Former Microsoft Azure login system (abbreviated)
 19 Kathmandu’s country
 20 Fell asleep (two words)
 22 Hatchling
 23 Pleasure-seeking
 24 Orders
 25 Blood pumped away from the heart
 28 Mess up
 29 Colour fade
 33 Blood and guts
 38 Asmara country
 39 Like some grapes and watermelons
 41 Yap
 42 Immunity top-ups, such as for COVID-19 (two words)
 47 Pellet-shooting toy (two words)
 50 Dons effortlessly, as footwear
 51 Corporate shuffling (abbreviated)
 52 American highway (two words)
 55 Sports venue
 56 Farm tower
 57 Playground retort (two words)
 58 Atlas feature
 59 Happily ___ after
 60 Reference, as in an essay
 61 Raison ___ (two words?)
 62 On its way, as a letter
 63 Earth Friendly Products detergent

DOWN

1	2	3	4		5	6	7	8		9	10	11	12	13
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61								62				63		

- 1 ___ of Arc
 2 “Do ___ others”, as the golden rule says
 3 No sense beating it (two words)
 4 Search engine and translator
 5 Sick ___ (three words)
 6 “That’s it for me!” (two words)
 7 Flipping through, as a newspaper
 8 Tending to one’s own well-being
 9 Rossini opera
 10 “This is the last straw!” (three words)
 11 Chancellor Cadbury of D&D show *A Crown of Candy*
 12 Song on a CD
 13 Smooth fabrics
 21 Big name in ice cream
 25 Game creators (abbreviated)
 26 The “E” in geography mnemonic HOMES
 27 Paving material
 30 Designed for comfort and efficiency
 31 Tidy
 32 Soda can openers
 34 Mixtape maker (two words)
 35 Stretch out
 36 ___ Speedwagon
 37 Evaluates
 40 Expressing a state or condition, as verb
 43 Californian wellness retreat
 44 Shoot back
 45 Opposite of NNW
 46 “Ars Poetica” poet
 47 Plait
 48 Swiss capital
 49 “Whither thou ___?”
 53 Regarding (two words)
 54 Executes
Crossword solutions are published on uwimprint.ca.

WUSA

**Smarty
Pants**

CHASHA
INDIAN STREET FOOD OBSESSION

FlockStop
24hr convenience

END OF TERM DEALS

\$1



HOT CUTTING CHAI

\$3



SOFT SERVE ICE
CREAM IN A CUP

\$2



HOT BEVERAGE & DONUT

\$2



SIDE FRIES

\$3



SINGLE CHASHA
SAMOSA SLIDER

\$1



ANY CAN OF COKE OR PEPSI

ALL OF THESE AND MANY MORE!

FIND ALL DEALS AT MEMBER.WUSA.CA

Valid until April 25, 2025. Limit one per person per visit. Cannot be combined with any other offer. Valid for University of Waterloo Undergraduate students only. Must present Watcard. Applicable to Waterloo location only. Additional terms and conditions apply, see in store for details. Visit wusa.ca/food-retail for up to date hours for each business.

