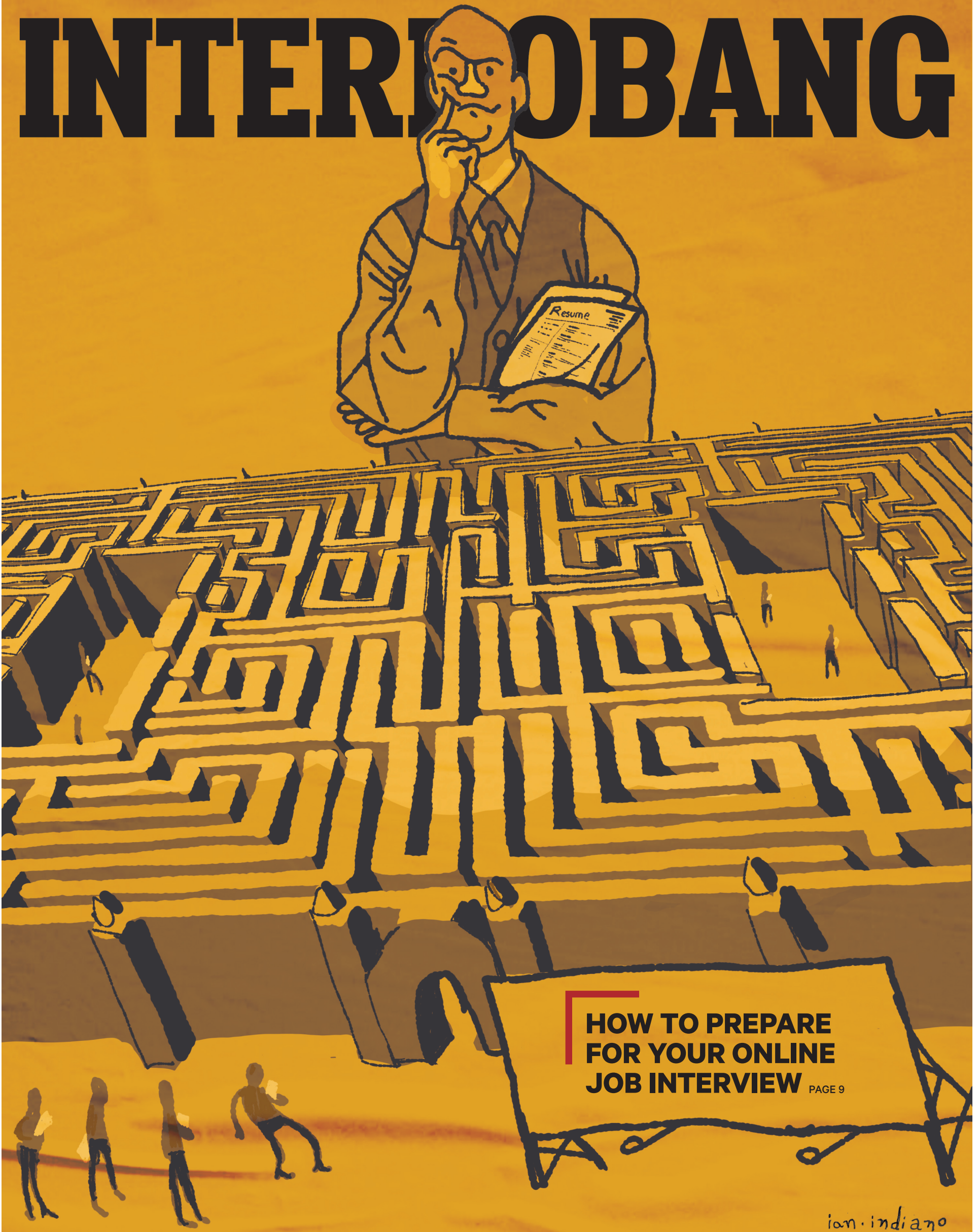


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**WHAT DOES DIVERSITY
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**FROM THE
EDITOR** Hannah Theodore

Dead readers,
It's never too early, or too late,
to start thinking about the future.

Navigating the working world
as a recent graduate has always
been difficult, but the shift to
remote work has only made things
harder. Now, not only must we
try to find our place in the job
market, but some of us must do
it from home.

Our Job Hunt issue is filled with
several guides and tools to prepare
you for what awaits. Reporter Ana
Lustosa breaks down how to nail
your virtual job interview, and
reporter Aisha Javaid offers tips
on how to make your resume do
the talking for you.

Applying for jobs is about
more than just showing up some-
where with your best foot forward.
Now it is about how well you can
convey your skills and value on a
single sheet of paper, or a phone
call, or a Zoom conversation.
While that may seem daunting,
our writers are here to show you
how you can use this reality to

your advantage. And if all that
isn't enough, remember that work
means something different for
everyone, and maybe you'll end
up carving your own path, and
redefining what it means to have
a "job" altogether.

Ultimately what we find is that
the job world may be a dizzying
maze, but as Robert Frost once
wrote, the best way out is through.

Happy hunting!

Sincerely,

Letters to the Editor: fsuleters@fanshawec.ca

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Foundry First considering armed security

Kate Otterbein
INTERROBANG

Off-campus student apartment building, Foundry First, is considering armed security after a recent incident. An email was sent out to residents on Jan. 3 addressing a “serious assault” that took place over New Year’s Eve weekend. The management team outlined their next steps, including doubling security, having front-line and management staff on-site, and implementing a guest sign-in program. While there are currently staff on-site, security is usually only stationed at Foundry on the weekends, and front-line staff do not keep track of guests coming and going from the building. According to residents of Foundry, there is currently no mandatory guest sign-in program.

In the same email sent to residents, Foundry continued by saying they hoped to have these new measures implemented “in the coming weeks, as it is clear that without them, things would have been so much worse.”

In response to the incident, Foundry said it is looking into having London Police officers on site to help with the security issue, as well as private security services offering “armed guards.” These proposed measures come after many reminders to residents that COVID protocols must be followed and there is a limit of five people per unit.

Natalie Palazzolo is a resident in the building and found the news to be very unsettling.

“We’re basically a college residence and the fact that they want to put police officers or armed guards makes me kind of go, ‘what’s going on?’ and not want to leave my



CREDIT: KATE OTTERBEIN

Foundry First, located at 625 First Street, right across from the front doors of Fanshawe College.

room,” Palazzolo said. “I don’t like going out late at night anymore and I’m always triple checking the door is locked all the time.”

Still, Palazzolo had mixed feeling regarding the idea of armed guards on the premises.

“It makes me feel both ways,” she said. “If something’s going on, we have someone to go to. But at the same time, the fact that we need someone like that makes me wish we didn’t. There are too many things that can go wrong, as an accident.”

The Interrobang reached out to the London Police Service for more information on the incident. In an email, Constable Sandasha Bough said she was only able to find one incident with similar details to those

outlined by Foundry. According to Bough, there was a recent minor assault that took place in the 600-block of First Street. There were no injuries and no charges laid in relation to that incident. Foundry First is located at 625 First Street, but there is no direct confirmation this is the same incident.

In response to Foundry’s claim that they were considering having London Police officers on site, Bough said she did not see anything in the report related to increased security involving LPS officers.

The Interrobang also reached out to a representative from Foundry First, who said they were unable to comment on the incident or the proposed increase in security.

Upper-year classes return in-person next month; first-year courses delayed



CREDIT: YIFEI ZHANG (GAZETTE)

The university said this decision was made “based on current health guidance and the increased transmission risks associated with Omicron in congregate living environments.”

Hope Mahood
GAZETTE

Western’s upper-year and graduate level courses will return in-person at the end of the month, while most first-year students will remain online and out of residence until the end of February.

Second, third and fourth-year undergraduate courses, as well as graduate and professional programs will return in-person Jan. 31 — in line with the timeline Western University initially announced Dec. 17. First-year main-campus courses will continue online for an additional month until Feb. 28 and residences remain closed to most students.

The university said this decision was made “based on current health guidance and the increased transmission risks associated with Omicron in congregate living environments,” such as the residence buildings most first-year students live in.

“Most of our first-year students are living in residence with shared spaces and washrooms that increase the risk of transmission and will not meet self-isolation requirements if substantial numbers of students are

required to isolate,” explained the university in an email to students Jan. 14.

Unlike main campus, first-year courses at Western’s three affiliate colleges will return in-person alongside upper-year courses on Jan. 31. An email from Huron University College to its students Jan. 14 noted that the affiliate colleges’ residences are currently open and “primarily single-occupancy,” unlike most main campus residences.

Both Western and affiliate colleges are asking that staff who are not required to be on campus to continue working remotely if possible.

The news comes just a few days after Western announced campus’ mask mandate would be updated to medical-grade masks only at ASTM level 3 or higher. The university also confirmed they would replace their return to campus questionnaire with the provincial self-assessment tool.

“We want to bring students back to campus safely as soon as possible — and to do so in a way that enables us to remain on campus for the rest of the winter term,” wrote Western. “We are hopeful that a measured plan will see us through the academic year.”

Ontario Colleges put their latest employer offer to vote

Hannah Theodore
INTERROBANG

On Jan. 17, the College Employer Council (CEC) asked the Ontario Labour Relations Board (OLRB) to conduct a vote with OPSEU academic employee membership on the CEC’s most recent offer.

The CEC has been in bargaining talks with CAAT-A, the team representing the faculty union since July 2021. On Dec. 13, 2021, 59.4 per cent of union members voted in favour of a strike. Of full-time and partial-load professors, instructors, librarians, and counsellors, only 68 per cent cast their ballot.

The final offer proposed by the CEC includes things like medical cannabis coverage, and the creation of a Workload Committee, but misses some union demands for direct action to tackle privatization and protect precariously employed faculty members.

If union members accept this final offer, the labour dispute will come to an end. OPSEU 110 president, Darryl Bedford, said the vote is ultimately an attempt by the CEC to end the months-long dispute in the lead-up to the provincial election.

“So maybe one reason might be that the government does not want this to drag into an election period. And so there’s considerable pressure on the CEC to bring things to a resolution,” said Bedford.

Bedford added that the offer is not much different than the terms and conditions the CEC released on Dec. 13.

“It’s the second time they’ve done that, and it doesn’t seem to show respect for the bargaining process,” said Bedford. “So rather than trying to reach some kind of agreement at the table they’re bypassing it and going directly to members.”

CAAT-A has long pushed for the inclusion of collective agreement language providing for third party binding arbitration to impose

outcomes. The CEC, however, said they see no path to settlement this way.

“That’s an easy way to bring it to an end,” said Bedford. “And unions don’t always want to do that...because you never know, with an arbitrator. But we’re confident in putting it in the hands of an arbitrator...and we’re willing to accept what the arbitrator decides, so really, you know, it’s mystifying that they won’t take that offer.”

Now, the OLRB will take approximately three weeks to organize a vote for union members to have their say. Once the OLRB confirms what days the vote will take place, it will be communicated to all College employees.

Bedford said he doesn’t believe the vote will be accepted but had a message for union members.

“I think that people should consider what they and their colleagues have been raising as issues,” he said. “And if you ever expect in the future that there’s ever going to be



CREDIT: HANNAH THEODORE

OPSEU 110 president, Darryl Bedford discusses the latest bargaining update with Interrobang via Zoom.

progress...whatever it is you care about, if you ever expect that the College Employer Council is going to take that seriously, and actually have that conversation, then you need to vote no.”

Faculty have been engaged in work-to-rule action since December,

but Bedford said it’s unlikely students will have noticed any effect on their education from those efforts. Students who are concerned or have questions about how the ongoing negotiations will affect their studies can read more on the OPSEU website.

Virtual Pathways Fair returns

Hannah Theodore
INTERROBANG

The annual winter Pathways Fair will take place virtually on Feb. 1 and Feb. 2. The fair helps students who are considering completing a degree or another credential at colleges and universities throughout Ontario, Canada, and the world.

Registration for the event is free, and students who attend will have the chance to win door prizes that include gift cards and swag. The virtual event gives students the chance to engage directly with representatives from partner schools with a series of panels.

“Pathways Fair is an opportunity for students considering to further their education to connect directly with representatives from Fanshawe’s pathway schools,” said Pathways Coordinator, Gabriela Kongkham-Fernandez. “The fair allows students to learn about their transfer options and get their questions answered on how to transfer their Fanshawe credits and get recognition for their Fanshawe education, whether it is through established pathways or individual transfer of credits.”

According to Kongkham-Fernandez, navigating the world of continuing education can be complicated, making the Pathways Fair an excellent resource for students who are just beginning the application process.

“Post-secondary education is not a straight path and post-secondary credentials are not an end goal; every time it’s more common for students to move between programs, combine college and university experience, and continue to build on their learning to achieve their career goals.”

She added that the panels specifically can be a helpful resource for students looking to make connections with representative from partner schools.

“Sometimes putting a face on a name, receiving information directly from a representative from the partner school, or having the opportunity to ask questions in person can make a difference,” she said.

Pathways Consultant for the Lawrence Kinlin School of Business, Kaitlin Marriott added that it’s never too early to start planning for the future.

“Even if a student is in the early stages of their program at Fanshawe, I would definitely encourage them to come out to the fair and see what opportunities there might be for them to pursue once they graduate,” said Marriott.

According to Kongkham-Fernandez, the fair has also been pivotal in maintaining and establishing relationships with partner institutions over the years.

“One of the reasons Pathways Fair has been successful

is our partnerships with other colleges and universities,” said Kongkham-Fernandez. “Fanshawe has developed partnerships with other schools to streamline pathways for students. Our partnerships allow students to know in advance how their Fanshawe credits would transfer over. Pathways Fair is an opportunity for students to connect directly with representatives from partner schools to learn about these opportunities.”

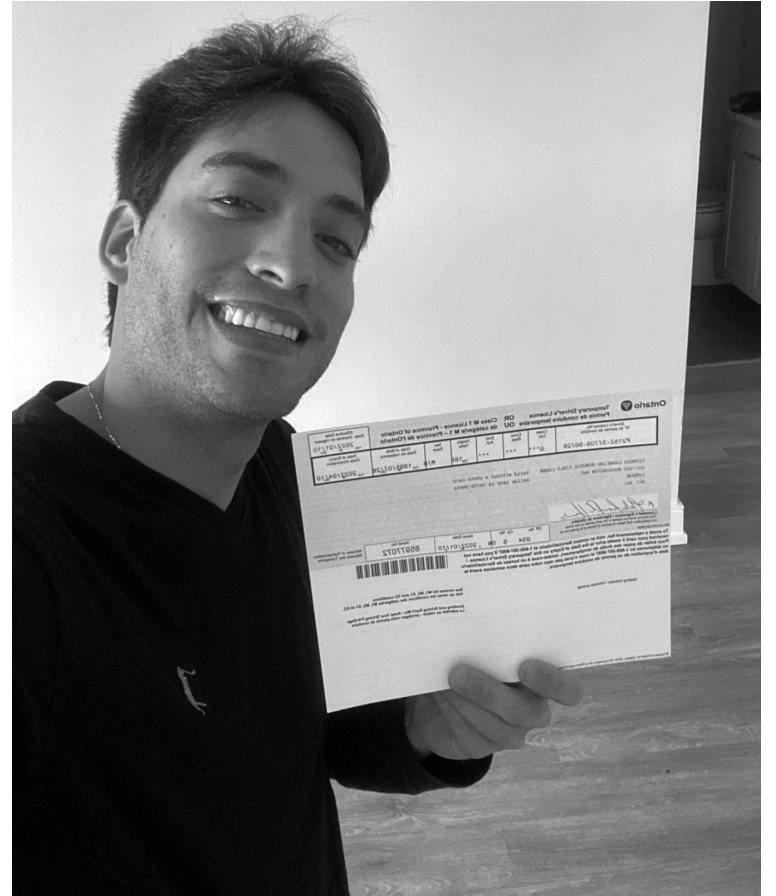
The fair also offers students the chance to learn about Pathways Scholarships. The minimum \$1,000 scholarships are available for full-time students with at least a 3.2 GPA who have registered for another Fanshawe program through one of the articulated pathways listed on the Fanshawe Pathways Database.

Students can keep up with all that the Pathways Fair has to offer via the Pathways Fair Hub, which includes information regarding the times and dates of panels, access to partner institutions’ content and answers to frequently asked questions.

“Now with having a virtual platform, the Pathways Fair Hub, the event is more accessible to students from different campuses and for all students to connect with resources on demand,” said Kongkham-Fernandez.

Visit the Pathways Fair Hub now for more information or to register for the fair.

Changes to Ont. G road test helping students become fully-licensed faster



CREDIT: COURTESY OF ITALO LUANN PEDROSA

In less than one week, Italo Luann Pedrosa did two tests and obtained a full G license in Ontario.

Ana Lustosa
INTERROBANG

Drivers who want to take their full G license test in Ontario will no longer need to perform parallel parking or road-side stops during their tests. The changes were announced by the Ministry of Transportation and will remain effect until March 31. The G2 road test, meanwhile, will remain unmodified.

According to a statement released by the province, the decision was made “to offer more road test appointments each day while removing duplicative elements from the G2 test.” The goal is to clear the backlog caused by COVID-19 closures and restrictions.

Business marketing student at Fanshawe College, Naomi Beimers is one of the applicants that suffered from cancellations.

“I was going to do it in March 2020, but I think it’s self-explanatory why it didn’t happen then,” she said. “I started to look around to book in around June 2020, but couldn’t get a test booked until October or November, 2021.”

Beimers is now on track to take her test in March of this year.

Even though she said she agreed that the measures are a good way to speed up the driving test process amid the pandemic, an emergency pullover should still be necessary to do.

“I think it’s very important that every driver knows how...and when to pull over to the shoulder, whether it be because of a popped tire or an emergency vehicle (volunteer firefighters, police cars, etc.).”

Meanwhile, Supply Chain and Operations student Italo Luann Pedrosa did not have the same difficulty gaining his driver’s license. He did the G1 test this month and three days after, he was able to take a G test. With a former driving

experience from his home country, Brazil, he was able to bypass the G2 road test altogether.

“For those who have driver’s licenses from their home country, I think they were very prudent with these new measures because we know how to drive because of our experience. Even for those that had to do all the G1 or G2 time frame to do the full G, I consider it as a good measure,” Pedrosa said.

For him, obtaining his license amid the recent changes was a good coincidence.

“I studied the test as if I was supposed to do all the road test requirements. A friend taught me all that was needed to do and when I did the test, it was easier than I expected.”

The province said that DriveTest will keep evaluating the applicants during this period in challenging conditions on expressways and major roads, “but will use modified and more direct routes to and from road test locations.”

G driver’s licence

Ontario has 15 types of licenses, and each one is to drive a specific type of vehicle. To operate cars, small trucks, and vans, you need to get the G driver’s license. It has three levels with different rules, fees, and evaluations.

The first is called G1. To apply, you need to be at least 16 years-old, pass an eye test and writing test about rules and signals. If you pass, you can already drive but must do it with a passenger in the front seat with at least four years of experience as a fully licensed driver.

To get your G2, you as a new driver must wait for eight to 12 months after the G1 test and pass an exam that evaluates skills like stopping and parking. With a similar process, to be considered a full G license, you need to gain experience for a year and do another road test that covers advanced knowledge driving.



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Off the Radar: What's going on in the world

Ian Indiano
INTERROBANG

In a globalized world, staying informed is always an asset. We never know how something happening on the other side of the world might affect our lives here, or the distribution of the products you consume, or your field of work. Paying attention to what is going on in the world is fundamental to decide your next steps in life and how to navigate in our society.

To help you stay informed, here are five news stories you should be paying attention to:

Ex-senator arrested over Haitian President's murder

Former Haitian senator John Joel Joseph has been arrested in Jamaica. Joseph is a prime suspect in the July 2021 murder of Haitian President Jovenel Moise. A spokesman for the Jamaica Constabulary Force declined to say if the arrest was requested by the FBI in the United States, which is also investigating the case. Joseph is said to have provided weapons and planned meetings. According to a Haitian police investigative report, Joseph "was instrumental in his fierce to kill the president." Since last July, several suspects were arrested and charged, including many former members of the Colombian military.

Brazil's devastating rains

In the last two months, torrential rains have affected many regions of Brazil, leaving a trail of destruction behind. Dozens have died and thousands are displaced. The north-eastern state of Bahia was one of the hardest hit, but now the rains have arrived in south-eastern Brazil, in the Minas Gerais state. The rains have caused dangerous landslides and flooding, forcing more than

28,000 people to leave their homes. Meteorologists say the heavy rains are a result of a summer phenomenon called the South Atlantic Convergence Zone. Specialists also say that climate change is contributing to events like this across the world.

Teachers strike in France

Schools have closed as 75 per cent of teachers (according to unions) staged a strike in opposition to the government's management of the COVID-19 crises. Keeping the schools open became a priority in France, even after the dramatic rise in cases due to the Omicron variant. Teachers say that the constant changes to COVID-19 protocols, lack of communication and insufficient protection has left them unable to teach properly. Despite the record number of cases, the government eased rules on COVID checks for students.

Australia's hottest day on record

The absurd temperature of 50.7C (123.26F) was recorded in Onslow, a remote coastal town in Western Australia on Jan. 14. The temperature matched a record set in 1962 in South Australia. Two other towns also recorded temperatures above 50C. Normally, the average temperature in the region at this time of the year is around 36C. Such high temperatures raise concerns about the return of the devastating bushfires Australia faced last year. The lack of thunderstorms is likely the explanation for the build-up of hot air in the region, another phenomenon that is becoming more frequent because of human-induced climate change.

Billionaire trade talks between UK and India

The aims to have an official agreement signed by the end of the year seems to be a goal for both countries, especially because it could



CREDIT: IAN INDIANO

Here are five news stories you should be paying attention to.

boost trade by billions of pounds. A new agreement is a priority in the post-Brexit strategy, bringing the UK closer to fast-growing economies. The new deal could almost double

Britain's exports to India, boosting the total trade between the two countries by £28B until 2035. India is expected to become the third largest economy in the world by 2050, and

such a deal can be an important step towards this goal. A limited agreement is expected to be announced in the next few months.



Have any questions or comments about Fanshawe's Mission, Vision, Values or board policies?

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The meaning of work and why it matters



Michael Veenema
RELIGION

When I use the word “work,” I mean it in the broad sense. I mean not only activities for which we are paid in money, but also those in which the rewards are of different kinds. Some of the things we do result in deposits being made into our bank accounts. But others don’t. Many of us have routines for keeping our apartments or homes tidy, and for maintaining computers or cars. We provide meals, hygiene, shelter, transportation, education and family visits for our children. Around the corner from where I am writing, volunteers are opening the doors to a homeless shelter. And in countless home studios, people are creating and posting videos that may or may not bring income.

We could define work as any regular activity that we think is important to do, whether or not it is pleasant, and that might bring financial rewards, or other, maybe personal, rewards.

Throughout history, people have regarded work in different ways. The more elitist ancient Greeks tended to avoid it. It was beneath the dignity of people who had the means of escaping it. They left work to servants and slaves. European medieval people saw work differently. They saw society ordered by God and that there were some who were *called* to physical work and others called to tasks of different kinds including contemplative study, prayer, and governing. According to classical atheist Marxists, work is the means by which we humans discover who we are.

Of course, these, and other views on work contain useful insights. We avoid work that is unnecessarily difficult. Our education system helps put us in order – to sort out – which people are most adept at working with their hands, minds, imaginations, or power and authority structures. And most of us have some experience of self discovery through work whether that is preparing sandwiches at Burger King or administering a faculty pension plan.



CREDIT: LEOPATRIZI

We could define work as any regular activity that we think is important to do, whether or not it is pleasant, and that might bring financial rewards, or other, maybe personal, rewards.

But these more or less ennobling understandings of work may not be enough to prevent us from slipping backwards into the (Greek) view that work is something to be avoided if at all possible. The difficulty of regular work tempts us to “work for the weekend,” to look forward to time away from our kids, to set ourselves up for early retirement, and to (ironically) work very hard for that recreational property in the Muskoka’s where we can be free from responsibilities as often as we can get there.

Vatican II (1962-1965) convened by Pope John XXIII described work in a way that I think is very promising and can help prevent us from turning negative about our work.

Man was created in God’s image and commanded to conquer the earth with all it contains and to rule in justice and holiness. He was to acknowledge God as the maker of all things and relate himself and the totality of all creation to him, so that through the dominion of all things by

*man the name of God would be majestic in all the earth. This holds good also for our daily work (emphasis mine). When men and women provide for themselves and their families in such a way as to be of service to the community as well, they can rightly look upon their work as a prolongation of the work of the Creator; a service to their fellow man, and their personal contribution to the fulfillment in history of the divine plan.**

There is some terminology in this statement that could be used to support a gender biased, dominating or even colonial approach to the meaning of work. However, a careful reading reveals the view that work is not ultimately about exercising power. Work, obviously, does involve an exercise in power. But it is fundamentally to be offered as a service to God and his purposes, to the community, to the creation, and, as appropriately as to the others, to the individual.

Some will be looking for short term work to

get through school. Others will be looking for employment for the long term. Or you may see yourself embarking on a life-long career. Work may mean raising children, caring for your own place or the household of your family. It may mean volunteering for causes that benefit the local community or a larger form of community.

Whatever regular work we seek, find, and put our hands to, I would say that we should try to see it as part of the service we can provide to God and to others. No doubt there will be many days and hours in our chosen work that will frustrate, anger, discourage, or tire us. But having a view of work that sees it as a great value, not only to our own selves, but to God and others, can, I believe, help sustain us through times of challenge.

* Quoted from *The Fabric of this World, Inquiries into Calling, Career Choice, and the Design of Human Work*, by Lee Hardy: Eerdmans, 1990. The view of work Vatican II has in mind is completely oriented towards the presentation of human work found in Genesis 1 and 2 of the Bible.

Perfectionism: The good, the bad and the ugly

Kimia Tahaei
THE SILHOUETTE

Recently, I have noticed how often the term “perfectionism” is thrown around. Nowadays, it seems as if everyone is a proud perfectionist who refuses to accept any standard short of perfection.

Their sense of perfectionism will appear in their work ethic, study habits and even personal relationships. In spite of the rise of perfectionism in the last decade, I have had a difficult time understanding the glorification of this phenomenon.

To be clear, I don’t believe that individuals willingly fall into the trap of perfectionism. It’s often society that pushes us towards perfectionist behaviours as we are incessantly told from a young age to improve and polish every aspect of our life that might be slightly blemished.

From our parents to our schools, to our mentors, we are told how the “real world” holds high standards that we have to live up to. Time after time, we have been told how achieving

greatness stems from perfect work ethics, perfect grades and a perfect attitude.

Because of these harsh statements, many of us have been conditioned to only judge ourselves and our accomplishments on a zero to perfect scale — meaning if our work is not performed perfectly, it might as well deserve a zero.

For example, we often don’t feel proud if we score a 90 per cent since our immediate thought is how we could have potentially achieved a 100 per cent, but failed to do so. We slowly start losing happiness and joy because accomplishments are no longer satisfying if they are not “perfect.”

In fact, over 60 per cent of McMaster students reported feeling higher than average levels of stress in a 2017 survey, leading to concerns about the effects of chronic stress in university students.

However, I must say that I don’t believe that perfectionism is entirely devoid of value. In fact, science has proven that “healthy perfectionism” exists. Studies have stated how in some cases perfectionism can often be a driving source to perform your absolute best and

achieve the highest of accomplishments.

However, I must question, how thin is the line between “healthy perfectionism” and obsessive perfectionism? Can individuals who fall into the trap of perfectionism in their work life keep it detached from their personal lives? Wouldn’t relationships, hobbies and activities done for the sheer joy of it deteriorate if perfection is the only given option?

“The most evil trick about perfectionism is that it disguises itself as a virtue,” stated author Rebecca Solnit.

This quote excellently explains why so many individuals fall into the trap of perfectionism. They do so as they believe that this could increase their quality of work and they could reach perfection. However, the unfortunate truth is that the concept of anything ‘perfect’ is erroneous. Often, because individuals cannot define ‘perfect’, they assume they aren’t reaching it, making perfectionism a never-ending cycle.

Candidly, we must ask ourselves, how are we defining a ‘perfect job’ or a ‘perfect relationship’? Or whether a ‘perfect grade’ is truly



CREDIT: SPUKKATO

Chasing perfection is a societal ideal that rarely benefits the one chasing.

worth it, if it comes at the cost of our mental health?

We cannot let the false and outdated definition of perfectionism gain control over our decisions. In a world that is so cruel and chaotic at times, it’s foolish to rob ourselves from experiencing the simple joys of life.



HAVE AN OPINION? SUBMIT YOUR STORY!
Letters to the Editor: fsuleters@fanshawec.ca

Why is maintaining a professional social media page so important? ✓

Social media is the new normal, making everyone’s lives easier to access. However, many people don’t typically think about how it looks to a potential employer. When applying for jobs, and even just maintaining a job, employers have their eye on your social media. Believe it or not, it can make or break your job opportunities.

“An employer may receive whatever number of resumes and they will look at social media for those they are considering for an interview,” said Laurie Rintoul, an Employment Specialist at Pathways Employment Help Centre. “There’s things that they may see there that make them not want to interview you. Avoid pictures at parties consuming alcohol or marijuana. We have seen instances where employers have passed on someone based on those types of things.”

As an employer himself, Todd McCann tends to check social media first when he gets a resume.

“I think as an applicant you should be aware that they’re checking social media,” said McCann. “It kind of shows who you are.”

Employers often look at social media because someone’s online presence represents their company.

“You need to present values in yourself via social media that reflect the values of the company you want to work at,” said Rintoul. “Dressing inappropriately for professional or everyday environments, political comments or rants of racist, sexist, or homophobic nature, you don’t want those types of things.”

McCann expanded on the idea of representing the company’s values.

“Because of the image that my place of business upholds and the standards we have, we’re looking for certain things,” said McCann. “If someone is partying or things like that, it’s something you don’t really want to see in your business. If they’re doing that in their personal time, that’s one thing. But if it ever overlaps into the business side, it becomes an issue.”

Social media can be used to find red flags, but he said it can also be used in a positive way too.

“I look at some of their friends too. Sometimes through a friend of a friend, it might be somebody that I already know. Then I can go and start asking those people questions about this individual. It can be good because maybe by looking at their social media, I’m judging one way. But if I start digging a little bit more and ask somebody I know and respect, it may turn out I’m looking at it the wrong way.”

McCann understands that people enjoy having a social life on weekends and keeps that in mind.

“You can’t really blame people for having a social life and private life. I always keep that in the back of my head when I’m hiring. As long as it doesn’t come into play in my business or affect my business in a negative way. They could like to have fun on their own time, but when they come in, they could be very professional and be very good at what they do.”

Not only should the image your social media gives off be kept in mind, but there are also other factors that Rintoul noted.

“What is your email address? Is it professional or a silly nickname from when you were 10? We often recommend if you want to keep an email that all your friends use that may not be professional, just create a new gmail.”

She added that when applying for jobs, you can try and incorporate the company’s values on your page.

“Go check their website and see if they have values posted and see if you can make your social media reflect those values. Obviously new things you post, they can see when you posted it. But edit anything out and remove pictures that may be contrary to those beliefs. It’s also really important not to bad mouth previous employers. Employers see that as a sign that you might bad mouth them down the line.”

Rintoul encouraged anyone with social media that can be seen as unprofessional to delete that content and don’t rely on privacy settings.

“I would still remove things that might be detrimental to my job search. Losing a job opportunity over a picture on your social media is a sad thing to have happen.”

Be wary of how your social media pages appear to the public eye. Your page is a direct reflection of your workplace and their values.



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LET YOUR RESUME DO THE TALKING



By: Aisha Javaid

As you leave your house wearing your utmost formal attire, with your hair brushed to the side, and your mom calling you the most handsome man on the planet, a sudden feeling of prosperity overcomes you. Finally, you reach your destination: the office of your dream job. However, as you arrive, the receptionist immediately turns down your resume and says, "sorry, we don't accept any resumes in-person, however you can visit the career section on our web-site and apply on-line."

Especially during a pandemic, online applications have become progressively more common. On-screen applications are traditionally beneficial to the employer. A number of employers have their own Human Resources departments that are strictly in charge of the hiring process within a company. The key disadvantage is to you, the applicant, who now has to make your resume speak for itself.

Virtual applications seem daunting at first, but can easily become an efficient way to apply for work if you know how to develop a proper resume. Here are a few key points to consider when developing your resume.

Resume

1. Organization

2. Language

3. Format

4. Personal Info

5. Tracking & Follow-ups

Concise, coherent, and chronologically arranged information about your work experience is crucial. Remember, the individual reading your credentials has probably read numerous applications. Therefore, it's in your best interest to establish yourself in a bold manner, and be direct in what you have to offer. Start by listing the most relevant experiences and qualities that you possess that are of the utmost benefit to your employer.

This is your outfit; I'm talking borders, font, text sizes, and margins! Your style of formatting is your first impression. You need to establish the overall appearance of your resume because this part displays your judgment of professionalism and effort. You don't want to overdo your formatting or else it may lack unity. View samples and create your own visual.

Your words matter. Avoid slang, profanity, and poor grammar. Not utilizing resources like spell-check and proofreading instantly signals laziness to a hiring manager. A pro-tip is to use words from the job description that you are applying for and expand on how your abilities are in conjunction with the work requirements.

Information on a work application may vary from country to country or province to province. It's important to research application requirements based on the location of the organization you are trying to work with. For example, some countries demand information on your marital status, age, address, and more. However, here in Ontario, this information is considered confidential and should remain out of any of your work applications, unless you feel it is relevant to the job. Research and understand which information is best left off your resume and which information about yourself is essential on your application.

The principles and values within a company differ from one to another. One firm may prefer an applicant who is extremely driven but lacks a few skills over someone with lots of skills who is less eager to be involved in the specific industry. Following up and asking about your application, the employer's industry or organization implies eagerness and ambition. If your application is rejected, ask the company where the issue may have been and look to improve that area in the future.

Throughout different stages in your life, you will likely update your resume multiple times. From switching careers to receiving scholarships, any relevant experience that matches your career prospects should be documented in your resume. Therefore, you will constantly learn and edit your resume more than you think. So, if this is your first time or you don't feel comfortable creating your own resume, seek professional help from someone in career and employment services at 519-452-4294.

ONLINE JOB INTERVIEWS: HOW YOU CAN PREPARE FOR THEM

By: Ana Lustosa

"Testing one, two, three."

Since the COVID-19 pandemic began, you've probably said this phrase before a call, a class, or an online job interview. With the social distancing required to slow the spread of the virus, companies across the world are adopting the online conference tool to evaluate candidates

instead of the traditional conversation in person. According to Job Search Strategist Christie Westmann, we need to be ready.

"Some job interviewers were already performing interviews online even before the pandemic, but

with [the pandemic], this was kind of becoming a formality in the company's process and policies and now is going to be not only a trend but a day-to-day policy to be performed by them," Westmann projected. Here are five ways to get you prepared:

1 **Check what time zone the Zoom call will be in**

In Canada, there are six different time zones, and these can affect your interview time. For example, if you are in London, Ont., and have a meeting scheduled with an interviewer from Vancouver, British Columbia, you are three hours ahead. Because of this, you must make sure you have the correct time noted on your calendar. Being punctual is one of the most crucial factors analyzed by companies during an interview and can affect your hiring process.

2 **Ask who will call you**

"Sometimes candidates might be afraid of asking questions and choose a submissive attitude instead, thinking the company will appreciate it. However, recruiters, HR, hiring managers and any other person involved in the hiring process see professionalism in candidates who demonstrate an interest in learning more about the next steps. So don't be afraid to ask important questions such as who the people are who will interview you if this is not clear," Westmann explained. You can request information about the interviewers' names and titles, for instance. One or two days before the interview, search for them on LinkedIn and make sure you view their profiles, not only to learn who they are but also anything you might have in common with them.

3 **No distractions or noises**

Besides choosing a silent room, wearing headphones to avoid echo, and relying on a stable internet connection, you should check your browser tabs to avoid any audio notifications. Don't forget to turn your cell phone off unless you are using it for the call. Keep only the browser tab used to enter the interview, resume, and company website open if you do not use a cheat sheet. It is crucial to be focused on the interview.

4 **Dress code: Business casual, neutral colours and accessories**

According to Westmann, joining an online interview is not a synonym for downgrading your clothes and appearance. "You need to choose your dress code as if you were going to an in-person interview. But be careful to not wear attention-grabbing clothes. You must be the focal point—not your clothes." Makeup and hair, for example, must also be checked carefully. Nothing should draw more attention than you.

5 **Need a cheat sheet? Use it close to the webcam**

Using extra information about the company is a differentiator to show that you researched them (services, products, history, values, and mission). To avoid forgetting important things to tell your interviewer, one strategy is to use a cheat sheet, or a post-it, with keywords right below the webcam. You can try recording yourself on your webcam a few days before the interview and see how you look after using this technique. This is a great way to check if it is the appropriate strategy for you.



How to write a great cover letter

Ian Indiano
INTERROBANG

The process of finding a job is all about making a good impression. Therefore, it is fundamental that you convince your employer that you are not only qualified, but also reliable. A cover letter is the very first contact your future employer will have with you, even before your resume.

Here are some things to consider when writing your cover letter:

Structure

Make sure you know how to organize the information in your cover letter. If you say everything you have to say, length is not that important. A basic outline for a cover letter should be:

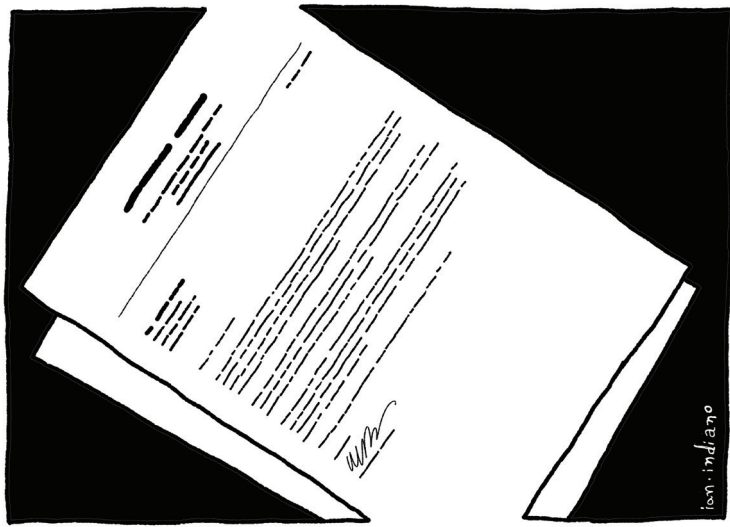
Header – Where you can find your information and the employer's contact information.

Greeting – It is common practice to always start your letter with "Dear Dr./Mr./Ms. [Last Name]." If you don't know the name of the employer, try "Dear Hiring Manager."

Introduction – Try to capture the attention of your reader. Mention the job you're applying to and how you heard about the opportunity. Tell the hiring professional about your skills and why you're a good match for the position.

Body – You only need one or two paragraphs here. Try to explain why you are interested in the position. Go into more detail about your qualifications and why you're the best candidate for the job. Make sure you provide examples that demonstrate your skills.

Closing – Here, you can once more summarize your skills. Tell the



CREDIT: IAN INDIANO

A cover letter is the very first contact your future employer will have with you, even before your resume.

hiring professional that you would like an opportunity for an interview. Thank them for their consideration and invite them to learn more about your qualifications on your resume.

Signature – Finish your letter with a complimentary closer followed by your signature and your name. You can use "Sincerely," "Respectfully yours," "Best regards," etc.

Keep it simple

The tone of a good cover letter should be conversational but also professional. Add only comments and information that help present you as a good candidate for the job. Keep paragraphs and sentences short and simple. Tailor your letter to the specific job for which you're applying and cut all irrelevant information.

Be personal

Always personalize your cover letter. Write one or two sentences about the organization you are applying to. If you consume their products,

let them know you are also a client. Show your reader that you understand their needs and demonstrate your ability to meet them.

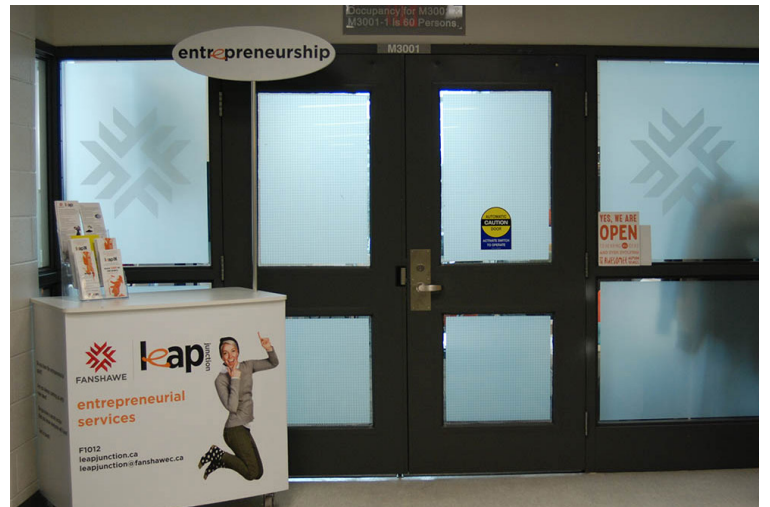
Be confident

If you have problems writing about you, ask yourself what your favourite boss or mentor would write about you, and try to write your letter from their point of view. Focus more on your work experience rather than your education. You can mention volunteer and internship experience too. Don't apologize for missing experience. Always draw attention to your strengths and transferable skills instead of your weaknesses.

Edit

Always go over your letter before sending it. Check all the numbers and especially check your spelling. There are some great and free grammar checkers online that you can also use. Don't be afraid of making cuts and eliminating unnecessary information.

How to mind your own business with LEAP Junction



CREDIT: FSU PUBLICATIONS DEPARTMENT

Fanshawe's entrepreneurship centre, LEAP Junction offers opportunities for students or alumni interested in uncovering the world of entrepreneurship.

Aisha Javaid
INTERROBANG

Are you tired of waiting for your paycheck every two weeks? Leaving work at 5 p.m. daily? Constantly stressing to find ways to impress your boss and colleagues?

Perhaps you would appreciate being your own boss and creating your own schedule. You may have also noticed that you enjoy being a leader and managing a workplace.

Fanshawe's entrepreneurship centre, LEAP Junction, provides services, events, workshops, and more for students or alumni interested in discovering the field of entrepreneurship. LEAP Junction's Entrepreneurial Curator, Kelsey Currie explained that their services aren't limited to those new to the entrepreneurship industry but to those already involved.

"We work with students and alumni who are interested in starting or have already started, what we call a mixed-use incubator, which means that we help businesses across sectors of companies," said Currie. "We can help businesses of any sector."

One advantage of accessing LEAP Junction's services is the ability to network and gain referrals into the community to help grow your existing business.

"So, anything from, 'I woke up with an idea from a dream I had last night' to really starting to get on the ground with you opening your first location, opening your website, kind of those early start-up phase things," she added.

In addition to having a lot of support and resources, Currie emphasized that entrepreneurship requires hard work, dedication, and great discipline.

"I think it's a great choice for people, especially any students interested in exploring," she said. "Because you are in control, and I don't want anyone to think that it's less work. It doesn't mean you only work three hours every day. If anything, it might actually be even more work, but it's your work and your passion. It's your hobby and something you genuinely care about. Increasingly, we live in a world where people need to stand up and fight for what they

care about, and entrepreneurship is a great way to do that while still being involved in your careers. You know, you can be passionate about the environment or about empowering women, and you can make that into your career through entrepreneurship.

"People don't generally come talk to Entrepreneurship Centre unless they've already decided that this is something they want to do. We work with very driven students, who really want to succeed in their businesses. We've had a lot of great success with that, and we have great success stories," Currie added.

Some of LEAP Junction's previous and current clients include The Photoshop, Taxably, and The Hot Sauce Co.

"The Photoshop was an early client of ours, nearly five or six years ago. Another great start-up that launched just in the last year is Taxably, a business that does online tech services for students and international immigrants. The Hot Sauce Co. is also a very interesting one, that's an up and coming brand, where they make small batches of hot sauces. They've currently moved into another accelerator in the city. So, they're doing some really cool stuff," explained Currie.

LEAP Junction offers free services to students and alumni of Fanshawe College. Applications for their business accelerator program in the summer is open until March 1, 2022. The program will occur virtually, due to COVID-19 restrictions, in the summer of 2022. The idea of the program is to help individuals develop confidence in their business. There are online sessions that occur daily for 12 weeks.

"This will be the sixth year that we've ran this program. It's a program where we take in 20 students and alumni, we pay them \$5,000 to come in and work on their business part-time for 12 weeks in the summer. Applications are open. We would love to see students apply for it and it's going to be a brand new format this year. We've also expanded from 10 to 20 individuals in the program, so we're really excited about this!"

More information can be found at www.leapjunction.ca.

COVER CONTEST

?

DEADLINE: FEBRUARY 14, 2022

THEME: WHAT DOES DIVERSITY MEAN TO YOU?

PRIZE: \$200

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International job hunting: How to get a well-paying job as an international student

Svitlana Stryhun
INTERROBANG

Canada is one of the most demanded and promising destinations for educational emigration. Favourable factors include more affordable tuition prices compared to the neighbouring United States, and a friendly attitude towards immigrants, and the opportunity to get a job from the first days of study. This offers the prospect of earnings and the chance to find an employer for a part-time job, while still a student. During your studies, you can gain work experience both on and off campus.

In 2014, Canada helped international students by allowing them to work up to 20 hours a week during the school year. During spring, autumn and summer holidays, they could work full time (up to 40 hours a week). International students do not need a special work permit for employment on and off campus. It is enough to have a student residence permit (study permit) and meet the following requirements:

- Be a full-time student;
- The duration of the training course is at least six months in an accredited educational institution;
- Study in an academic program leading to a diploma or certificate.

The average salary on campus is \$15 per hour. Other businesses off campus may offer up to \$18. In addition to wages, sometimes additional bonuses are provided like discounts on food or benefits.

Working on campus has a number of advantages. Firstly, this is an opportunity to significantly expand your social and professional connections.

Active participation in the academic community will help you get comfortable in a new place and make friends from different fields. For many students this gives them the opportunity to find a job related to a future profession, establish themselves as specialists, and gain professional experience that will surely help later.

Students may work on their post-secondary campus. The employer can be the institution itself, a student organization or a private company located on campus. There are many options, including everything from bookstore salesperson, assistant librarian and cleaning service employee, to more high-skilled positions that require certain experience. For example, some colleges recruit social workers for hospitals or clinics. Sometimes they are located away from the campus, but formally belong to the college. Graduate students can count on the position of teaching assistant or research assistant.

Depending on the type of activity, the requirements for applicants also varies. For initial positions, you often need only the ability to work in a team, be responsible, and organized. But professional skills may also be required such as knowledge of Adobe software, first aid or experience with a sewing machine.

You can find work on campus in the following ways:

- Ask for help from a local student organization that acts as a local employment service and helps with the search;
- Register on the website of the educational institution, where information about vacancies on campus are published.



CREDIT: MIRSA SARAJLIC

During your studies, you can gain work experience both on and off campus.

The range of opportunities for student work outside the campus is not very large. Generally, you would be looking at positions in the service industry as a server or hostess in a restaurant, a cashier, a salesperson, an administrator, or a call centre employee. Such vacancies involve shift work, allowing students to build their schedule so that it does not interfere with their study schedule.

It is more difficult to get a paid job outside the college due to time restrictions (20 hours a week) and the need to attend classes. Although there are some lucky ones who manage to negotiate with employers and combine work and study.

The easiest and most effective way to find a job is to make many copies of your resume and send them to all online recruitment services, as walk-ins are not possible amid COVID-19.

Online postings can be found from cafes, restaurants, shops, and gas stations near your place of residence. They willingly hire students for part-time work. Small businesses may put up ads the old-fashioned way with a "Help Wanted" sign, so you should pay attention to them when walking.

Social connections can be of invaluable help in a job search. Inform all new acquaintances about your search for vacancies.

For formal employment in Canada (on campus or off campus), you will need a social insurance number. Students need to provide it to the employer within three days from the start of employment.

Getting a SIN is easy. When applying, international students must submit a study permit (student residence permit) issued by the Canadian government

indicating that the holder "may agree to work" or "may work" in Canada as well as a study permit and confirmation letter "for off campus work" issued by the Government of Canada.

Combined programs (co-ops) meanwhile are very common in Canada and every year the number of universities and colleges providing such courses is increasing. In addition to lectures and seminars, the curriculum provides for a four months (or more) paid internship in their specialty. During this period, students do not attend classes, but work full-time – about 25-40 hours a week.

Canada encourages student employment and creates suitable conditions for this. Therefore, anyone who is looking for a job will definitely find it and the work experience accumulated during your studies will be very useful for finding an employer after graduation.

"Pay yourself first:" How to manage your income

Amy Simon
INTERROBANG

Do you ever feel like it's impossible to save any money no matter how hard you try? With graduation season right around the corner, a lot of us are searching for a more permanent and stable job. But once the income starts to roll in, how can we effectively save for the future?

Scott Carrie is a Financial Advisor for Edward Jones. With the help of local mortgage agent Bill Fisher, the two shared some tips on how to save for long term investments.

1. Pay yourself first

"Get started on saving for yourself as soon as you can because a lot of jobs nowadays don't have pensions or other things like that," said Carrie. "It's easy to spend money on other things so get started as soon as you can. The challenge is that first step"

2. Don't refer to it as a budget

"I personally don't think they work very well when they have that label," said Fisher. "It's hard to be structured and disciplined like that on your own. I'd rather refer to them as savings goals. What is it that you are saving for first?"

3. Tackle your student debt!

"That is one of the biggest roadblocks for younger people," said Fisher. "If you don't know where to start in terms of what to save for, reducing your student debt will

help you through many other situations in your life like applying for a mortgage, or applying for a credit card."

4. Manage your credit

"There's two things that build credit," said Carrie. "That's paying your payments on time, and not running your card up to its limit. If you go to the limit, it's going to score negatively on the credit bureau. If you can't afford it, don't put it on your credit card. It's so hard to get away from credit card data for charging 20 plus per cent interest. You can't get out of that."

5. Don't be afraid to ask for help

"There is help out there," said Fisher. "Meeting with a professional and setting up your goals, how to go about doing it, setting up automatic transfers. It's doing those kinds of things and really being open to the advice from someone who has spent years helping others with your similar problems and actually looking long term instead of short term."

Using some of the tips above, Carrie shared the advice he would give a first time home buyer with a Retirement Savings Plan (RSP).

"If their income tax free account



is over \$50,000 in income, I would say use the RSP. You can use the RSP for a first-time home buyer's plan up to \$35,000. So if you have \$50,000, you can use \$35,000 towards a down payment on a property. Then you have to repay yourself over 15 years. So for example, if you borrowed \$30,000 out of your RSP, you have to pay back \$2,000 per year, over the next 15 years."

So, as you search for a job after graduation, it's important to understand how to properly manage your income. And from financial advisors to mortgage agents, there are people out there willing to help with the process.

CREDIT: DYLAN CHARETTE

Once the income starts to roll in, how can we effectively save for the future?

Handling imposter syndrome when job hunting

Jessica Gould
INTERROBANG

When applying for jobs, employers want the best of the best. You have all the qualities they are looking for, but what happens if you have difficulty selling yourself as the best?

When confidence is key, imposter syndrome can be your most dangerous competition in the job market. It's important to reflect and think about how imposter syndrome can affect your journey to get a job, and how to silence the self-sabotaging voices that turn you away from bringing your best self forward.

In my own battle with imposter syndrome, I have always felt like I have misled someone into thinking I am good at a job, when surprisingly – I am actually good at the job. Still, there remains a warped perception that I cannot possibly be good at anything, and that I am destined for failure. The difference between self-doubt and imposter syndrome is the perpetual feeling that you are lying, or that you have fooled others at work into believing you are worth a spot at their company. A compiled list of achievements that you worked hard towards are perceived to be a fluke, or to have happened by luck.

Although my own feelings of imposter syndrome have decreased as I continue to work towards my goals, sometimes I still end up feeling as though I don't know what is going on. Many have faced the constant pressure of striving for success, while imposter syndrome makes it difficult to acknowledge the full scope of our true successes.

It is always OK to ask questions when you are confused and in need of reassurance. When you first enter



CREDIT: PLANET FLEM

Many have faced the constant pressure of striving for success, while imposter syndrome makes it difficult to acknowledge the full scope of our true successes.

a new job environment, you are not expected to know every little bit of information before your first day. You are to grow into your position and into the company, and naturally you will progress to gain more skills and knowledge that can silence the imposter syndrome voice telling you that you're "not being good enough" for your role.

When applying to jobs online, it's easy to get sucked into the

thought that you are not meeting the expectations these companies are searching for. A helpful tip that not only grounds me when job hunting but allows me to reconnect with my resume and my past experience, is to re-read your own resume package. You truly are your best hype man. It takes the fear away when I remember all the incredible things I have achieved and can include on my resume, things that I am excited

and proud of, that I know companies will also be excited for and want to learn more about. A reality check into what makes you an excellent candidate can make the job hunting process less dreadful.

Embrace your successes and learn from your very natural and normal mistakes while learning. Although it can feel tempting to throw yourself into the spiraling hole of thoughts consumed by imposter syndrome,

resisting that urge is essential. Grow to reflect on your achievements and future goals, and ensure you are growing in an environment that fosters a healthy support for you to go out and apply to the jobs you have a passion for. You will soon see yourself the way you deserve, and feel good about your dedication and perseverance for hard work. Employers will want to have you be a part of their team.

Are primetime award shows over?

Savannah Bisailon
INTERROBANG

The 79th annual Golden Globe Awards took place on Jan. 9, and this year was a little different than most. The Globes were held with no streaming, just online updates posted throughout the night of who won what award. There was no red carpet or big production, just a private 90-minute award show at a hotel. This sparked a conversation on how award shows will look this year, and beyond.

The Golden Globes are the first award show to announce that they were not going to go forward with a big live show, only announcing winners virtually from the Hollywood Foreign Press Association (HFPA).

"Health and safety remain a top priority for the HFPA," read a statement released by the association. "There will not be an audience on Jan. 9, and the following precautions are being taken for select members and grantees who will be in the room: Proof of vaccination and booster shot, along with a negative PCR test within 48 hours, is required for entry; All guests will be masked and socially distanced at all times while inside the ballroom; There will be no red carpet."

Last year, NBC announced that they would not broadcast the Golden Globe Awards following their controversy with its lack of diversity overall. A statement from HFPA said that they have been making "sweeping changes" to the organization.

But the decision not to broadcast has brought up questions about other award shows and how they will go on. The 64th annual Grammy Awards have been postponed due to the recent COVID surge. This is the second time that this award show has been postponed.

"Given the uncertainty surrounding the Omicron variant, holding the show on Jan. 31 simply contains too many risks," read a statement from CBS and The Recording Academy. "We look forward to celebrating Music's Biggest Night on a future date, which will be announced soon."

All of this points to the question: are primetime award shows over? What does the rest of 2022 look like for award season? The Screen Actors Guild just announced their nominees for their award show which is set to premiere Feb. 25, whereas other award shows like the Critic's Choice Awards have been pushed back to March. The surge in COVID cases has really affected award shows, and movies themselves. Streaming releases vs. theatrical releases



CREDIT: THE RECORDING ACADEMY

The 64th annual Grammy Awards have been postponed due to the recent COVID surge. This is the second time that this award show has been postponed.

have changed the landscape of how people consume film altogether.

For example, the latest *Spider-Man* movie was a massive box office hit where others like *West Side Story* bombed, despite both movies premiering in theatres. Pixar just announced that their latest animation *Turning Red* will

skip theatres and be available for streaming on the Disney+ platform. When making the decision to alter the delivery of these big award shows, the entertainment industry suffers. Whereas some shows are still scrambling to find available slots, others like the Globes have just stopped entirely.

After the abysmal ratings of last year's Oscars, and a lack of hunger for theatrical films outside the Marvel Cinematic Universe, COVID-19 has had a major impact on how we watch and recognize film. Only time will tell what will become of the primetime award show.

CROSSWORD

ACROSS

- 1. Bric-a-____
- 5. "On the Beach" writer
- 10. Part of the eye
- 14. Charlie Chaplin's wife
- 15. Italy's second-longest river
- 16. Garden pest
- 17. "Immediately!"
- 18. 1985 title film role for Kate Nelligan
- 19. Four, on some sundials
- 20. Book-catalogue entries
- 23. Greek definite article
- 24. Big name in electronics
- 25. U.S. dollar (Slang)
- 30. Wear away
- 33. Really impressed
- 34. Touch a sore spot
- 37. Technology degrees (Abbr.)
- 38. German pronoun
- 39. "This ____ recording"
- 40. Groan elicitor
- 44. More wan
- 46. Cowboy gear
- 47. Loners of a sort
- 49. High school subject (Abbr.)
- 50. Opposite of dep.
- 51. Without specific plan or order
- 60. High-grade
- 61. Minimum
- 62. Slightest amount
- 63. Law school newbie
- 64. Hawk's home
- 65. Hindu titles
- 66. Yankees coach Tony
- 67. "None for me, thanks"
- 68. Jazz legend Fitzgerald

1	2	3	4		5	6	7	8	9		10	11	12	13
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17					18						19			
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				23					24					
25	26	27				28	29		30			31	32	
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	46						47		48					
				49					50					
51	52	53				54	55	56				57	58	59
60						61					62			
63						64					65			
66						67					68			

DOWN

- 1. Pear variety
- 2. Papal court
- 3. Bare-bones subject (Abbr.)
- 4. Tabby's dinner, perhaps
- 5. "Family Guy" kid with a football-shaped head
- 6. Hawaii County's seat
- 7. Cab alternative
- 8. Be disposed (to)
- 9. Sudan neighbor
- 10. Do an impression of
- 11. Get under one's skin
- 12. "Would ____ to you?"
- 13. Ocho menos dos
- 21. The more you take from it, the bigger it gets
- 22. Volunteer's offer
- 25. Brothers and sisters, familiarly
- 26. Orchestra member (Abbr.)r
- 27. Cattle raisers of Kenya
- 28. Site of the Pro Football Hall of Fame
- 29. Tiny wounds
- 31. Pieces of pomegranate
- 32. Cable outlet?
- 35. "The Cosby Show" son
- 36. Corn servings
- 41. Italian tourist attraction
- 42. Engrave deeply
- 43. Court game
- 44. Certain French meat
- 45. Scuba tank attachment
- 48. Starbucks purchases
- 51. Henhouse
- 52. Green Gables girl
- 53. New driver, typically
- 54. Ooze
- 55. Beloved, in Italy
- 56. Sale condition
- 57. Key not used alone
- 58. Seed jacket
- 59. Travel agency to the stars?

WORD SEARCH

W	E	B	E	C	A	L	P	E	R	I	F	Y	L
L	E	L	N	M	R	W	I	W	O	S	D	O	T
E	F	A	O	W	F	D	R	N	I	O	S	A	I
W	A	N	E	I	I	L	G	O	I	N	G	K	W
N	I	K	E	O	D	O	L	S	R	E	D	E	W
L	C	E	I	N	A	K	O	F	N	T	I	Y	F
N	O	T	S	H	R	Y	V	O	O	E	I	B	R
A	A	S	F	D	K	E	E	S	S	I	N	O	O
M	T	W	S	E	C	I	S	A	O	T	N	S	S
W	S	W	O	O	L	L	Y	H	A	T	R	A	T
O	R	N	S	L	W	F	R	E	E	Z	I	N	G
N	B	I	E	M	T	O	S	D	L	O	C	L	K
S	O	T	G	N	I	W	O	N	S	F	I	I	S
P	I	S	S	N	E	T	T	I	M	S	O	Y	N

WINTER

- Woolly Hat
- Freezing
- Cold
- Ice
- Snowman
- Windy
- Mittens
- Coats
- Gloves
- Fireplace
- Frost
- Blankets
- Dark
- Snowing

SUDOKU

6		7					5	
			9		1		3	
4	9			5			7	8
			8					7
			1	6	5			
2					9			
9	8			3			6	5
	3		2		8			
	2					3		9

Puzzle rating: Medium

Fill in the grid so that every row, every column and every 3x3 grid contains the digits 1 through 9. That means no number is repeated in any column, row or box.

CRYPTOGRAM

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
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“
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21 13 24 16 13 18 20 12 21
21 12 25 25 22 16 12 25 25 1 24
”

PUZZLE SOLUTIONS

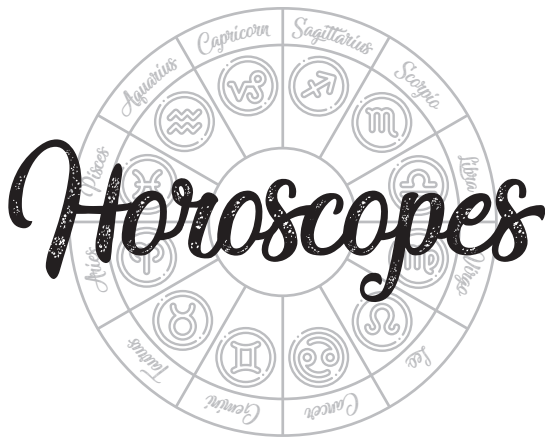
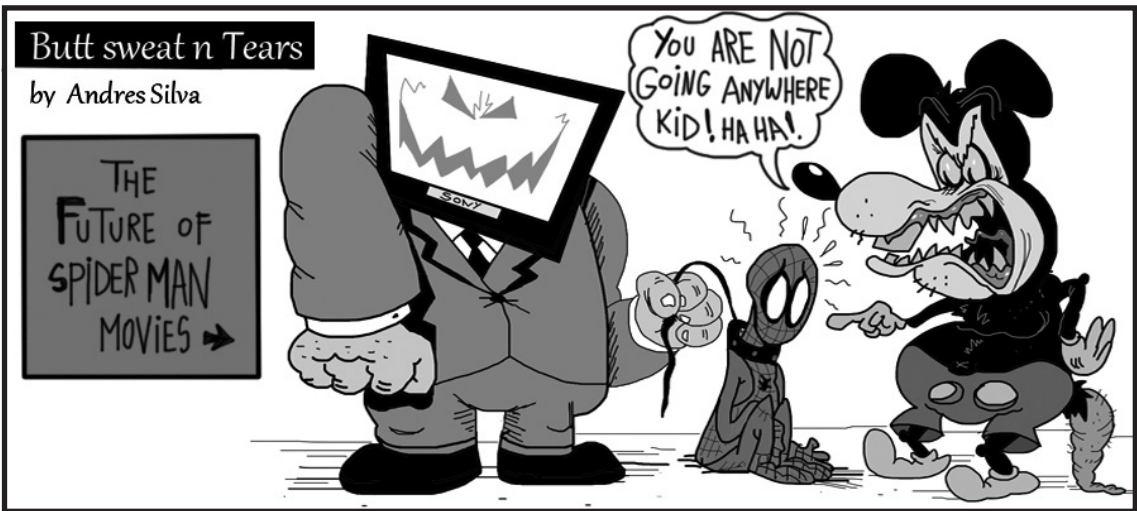
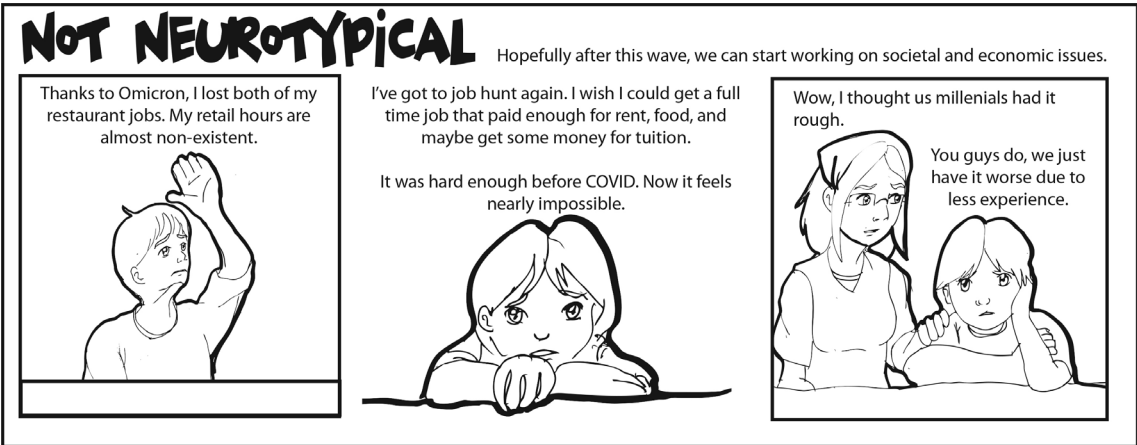
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Freshman Fifteen



By Alan Dungo



Aries

Listen carefully over the next few weeks and analyze what you hear and how best to use the information you receive. Verify and apply data to the way you go about your life. Don't fuss over what you cannot change. Focus on what's possible and improve your life. Pick up the pieces and concentrate on adding to your skills, knowledge, and look for ways to ease stress. Your objective is to gain strength and diminish pressure. A practical approach on issues that deal with money or health will result in assistance from someone in a position to help you tie up unfinished business quickly.

Libra

Clear up sensitive issues quickly; if you let situations fester, it will be difficult to forgive and forget. A direct, honest approach will help protect your reputation and encourage others to be forthright in return. You'll gravitate toward people who share the same principles. Discuss your feelings and put plans in motion; something good will transpire. A change at home or to the way you live will unfold better than anticipated. Put a financial plan in place, and consider how to ease stress and live a healthier lifestyle. Take a proactive approach and make positive changes.

Taurus

Use your imagination and you'll find a unique way to rearrange your space to suit your needs. Having functional surroundings will allow productivity that helps you excel. Emotions will surface if you make changes that affect others. Be sure to get the OK before you launch into something that may offend or disrupt someone. Have a backup plan in place. Put your energy where it will do some good. Lend a helping hand or pitch in to make a difference to a cause you care about will make you feel better and put you in touch with people who share your concerns.

Scorpio

Change is required to pursue personal growth, stability and acquiring qualifications that help you excel at the things and projects you want to pursue. Think outside the box, look at what's trending and set your mind on what feels most comfortable. Tuck your emotions someplace safe. Getting into a discussion with a friend, relative or lover who limits you will hold you back. Focus on personal improvement, finishing what you start and keeping the peace to avoid an unfortunate incident. Extra energy will require a practical outlet. Plan physical activities with people who know how to have fun.

Gemini

Live and learn. Be more observant and less intent on pushing through what you want to do without proper supervision and knowledge. Your research will be at the pulse of your success. Know what and who you are dealing with before you proceed. You'll get an inside view of the possibilities that exist home. Listen carefully, and you'll instinctively know how and what to tweak to take advantage of future trends. An emotional situation will develop if you get involved in an activity with someone who doesn't share your beliefs or values.

Sagittarius

Update documents like financial and health records. Take care of unfinished business. It's challenging to move forward if you have too much baggage. Evaluate what and who is important to you and prepare to minimize your lifestyle. Taking charge and getting things done will make you feel good, but before you begin, have a plan in place to avoid having your ambitions tampered with by someone looking out for their interests. Know what you want and how to succeed. Listen and observe and you'll twig into inside information that will help ward off disruptions and avoid an emotional encounter. Choose love over discord.

Cancer

Do something nice for someone you love; it will change the dynamics of your relationship. Working with someone who shares your goals will pay off. Stop talking and start doing. What you accomplish will have an impact on others and encourage results that far exceed your expectations. Empty promises, exploiting the facts and over-the-top behaviour will damage your reputation. Make adjustments at home that will ease stress and add to your comfort. A romantic encounter will encourage you to pay more attention to someone you love.

Capricorn

Share your thoughts and intentions and you'll gain insight into the way someone feels about you. Building a foundation that will encourage a close relationship and a stable future is favoured. A positive change at home will take compassion, understanding and compromise. Emotions will spin out of control if you get involved in shared expenses. Clarify what your expectations are before you agree to something that requires a promise or commitment. Don't let anyone discourage you from pursuing changes that make you happy.

Leo

Plan activities or attend events that include networking and spending time with someone you value or find informative. This will open your mind to new opportunities. Look over the possibilities, and make whatever changes are necessary to suit your long-term goal. Pour your energy into something that excites you. Expand your interests, skills and knowledge, and surround yourself with people who have something to offer. Be a leader, not a follower. Share your enthusiasm with friends or your lover and you'll come to an agreement and make plans that offer an adventure you don't want to miss.

Aquarius

Be kind to those you encounter and you'll find it easier to make changes and adjustments that require the approval of others. A friendly gesture will pay off. Observe people who have something positive to contribute and it will help you recognize what you want to do next and how best to reach your goal. Refuse to let someone who makes a last-minute change disrupt your plans. Follow your heart and pursue your dreams. Pay attention to what's going on around you. Let your intuition guide you when dealing with people who tend to be secretive.

Virgo

Plan to do something that lifts your spirits over the next few weeks. A social venue that offers something of interest and brings you in contact with people who share your enthusiasm is encouraged. Romance is in the stars. Take the initiative to brighten up your living space. The effort you put in will de-clutter and give you more room to do most things you enjoy. Physical activity will ease stress and improve your overall attitude. Put your heart on the line. Discuss your intentions and feelings, and make sure you are on the same page as someone you love. Working toward a similar goal will make it easier to get things done.

Pisces

Put work aside and have fun on the weekends. Getting together with people who have something to offer in return will lift your spirits and put you in the right frame of mind to assess your situation and bring about the changes necessary to make you happy. Don't share too much information without doing your homework. Verify facts and put a backup plan in place before you make changes or present what you have to offer. Share your thoughts and feelings with someone you love and you'll come up with a plan that results in a healthier and happier lifestyle that suits your needs.

Fanshawe hires experienced soccer coach to lead women's team

Brad Kraemer
INTERROBANG

"The number one goal is to win the national championship."

Fanshawe's newest head coach of the women's soccer team, Anthony Vassallo knows the success of the program and is looking to finally bring national gold back home to Fanshawe. The Falcons' women have won 36 consecutive OCAA games and have reached as high as bronze at CCAAs in that span. The last time Fanshawe competed in the gold medal game was in 2009, when they lost out to Concordia by one goal.

Vassallo said he's happy to be joining such a successful program and with many first year players already having a taste of what it's like playing on a national stage, he feels the foundation is already there for the team to win.

"We're just trying to build on the success of the program and the values that are already in place," said Vassallo. "I come with my own set of values and principles that really align with the college and the athletic department. Character is a huge thing, but number one is they got to be a good student to be a part of the varsity team. They got to work hard, express themselves and be creative, and be respectful to the program and teammates."

When Vassallo was asked if he feels pressure to sustain the winning ways of the program, he said he thinks it makes his job easier.

"There is a little bit of pressure [to keep winning]," said Vassallo. "It also makes it easier maintaining a winning mentality. Some of the players have already achieved a lot in the program. It's good to have that experience going into another season."



CREDIT: FANSHAWE ATHLETICS

Anthony Vassallo has experience working for Vancouver Whitecaps FC of the Major Soccer League.

Vassallo assumed the role as head coach with years of soccer experience. He is the current Assistant Technical Director of Whitecaps London FC, as well as their High Performance Manager. Vassallo also played professionally with Marsa FC in the Maltese Premier League, winning the league championship in 2006.

But the biggest goal on Vassallo's mind is the student-athlete graduation rate. He graduated from Western's Arts Program in 2013, majoring in Health and Wellness Studies, and has already stated that academics will be a priority for his players.

Vassallo is excited to join the Falcons and if it were under normal circumstances, he said he would be working to get fully acclimated to the new position, but due to COVID-19 restrictions, he is doing all he can, including looking into recruitment for this year's indoor soccer and outdoor team in the fall.

Fanshawe coach reacts to the delayed winter varsity season

Brad Kraemer
INTERROBANG

Yet another blow to student-athletes by the hands of COVID-19 came when the OCAA announced on Dec. 21 that the winter varsity sports season will be postponed. The sports affected by the decision include badminton, basketball, curling, volleyball and indoor soccer. The Fanshawe teams will now hope they get to start back up again on Jan. 21 at the earliest.

Patrick Johnston, head coach of the men's and women's volleyball teams gave his thoughts on the postponement of the season.

"Once the government announced all indoor sport/recreation was being shut down again, my first thought was of the student-athletes," said Johnston. "While I understand the current public health crisis, I can't help but feel a deep sense of disappointment for them."

There are many students who didn't get close to starting a season last year, spent a heap of time preparing for the season, waiting to finally get back on the court for real games, just for the season to get delayed at the last minute. This of course wasn't the case for fall sports athletes, who under different circumstances than usual, were able to finish their seasons in the nick of time before the Omicron variant became a concern. Johnston said he's not irritated at all by the fact the fall varsity season was able to play and his teams are still on the sidelines.

"For me at least, I haven't thought about that. I suppose I'm happy for



CREDIT: FANSHAWE ATHLETICS

The OCAA delayed the start of the winter varsity season for a month before the end of the first term.

them that they were able to get their seasons in before Omicron changed the landscape here in Ontario," said Johnston.

Both the men's and women's volleyball teams had high expectations entering the campaign. The men and women each played eight exhibition games and were 4-4 and 3-5 respectively. Johnston said the goals that they set then, are still the same now.

"The first goal for both the men's and women's teams, was to win the OCAA West Division, with an ultimate goal of earning a berth to the CCAA National Championships," said Johnston. "Those goals are still there. The season will likely be pushed back further into the school year, so our focus during the lockdown is to stay focused on those goals."

As Johnston mentioned, we are all still on lockdown, with the closing of

the gyms playing a big role in hampering the ability of the athletes to stay conditioned for the season across all sports. Johnston said his team has been asked to follow a home workout routine and imagines the other winter sports are doing the same.

"Physically, the student-athletes have been given a no-equipment workout plan from our strength and conditioning coach, with hopes that they're able to stay in good shape so that when the gym doors open up again, we're able to hit the ground running and get back at it," said Johnston.

Fans of college sports are anticipating seeing their Falcons back on the court (or ice) as soon as possible. The student-athletes deserve to be able to play the sports they love and strive for the goals they wish to accomplish. Hopefully, it'll happen sooner rather than later.



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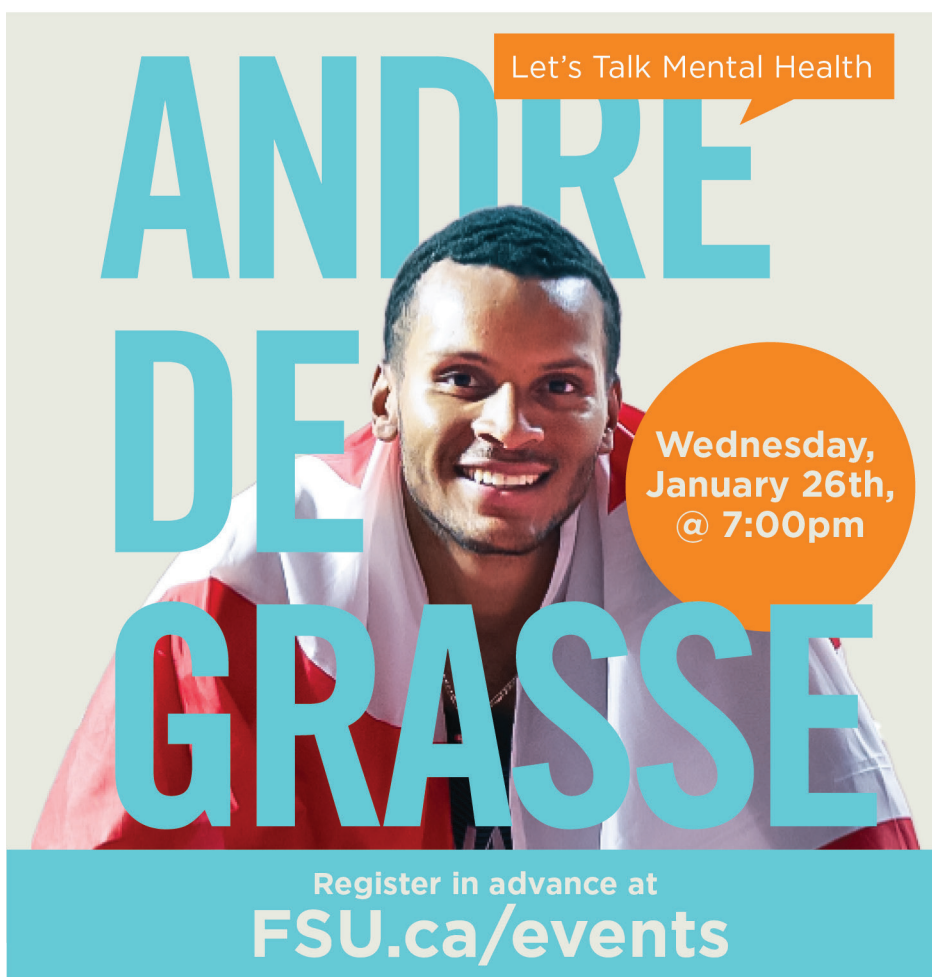
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