

Year 1 (2026) - FAR Implementation Report

Modern Languages, Literatures and Culture

Undergraduate Programs

(reviewed 2024/25)

Recommendation #1: In your normal advocacy with your Dean for new positions, consider prioritizing the following: hiring of a full-time Faculty in the area of Quebec/French Canada with an interest in Indigenous literature and culture in French.

Supporting/clarifying text: The French section must have a FT faculty member in Quebec/French Canadian Studies to complete the curriculum and fulfill the University's mandate in this area.

ARC Disposition of the Recommendation

ARC considers this recommendation to be accepted. Although the allocation of resources lies outside the jurisdiction of the Committee ARC expects that the Department will continue to advocate through available channels, as they have done, for positions. Noting that this recommendation is linked to #2.

Implementation Plan (1st Priority)

Responsible for approving:	Department
Responsible for resources:	Department/Dean
Responsible for implementation:	Department/Dean
Timeline:	Dean of Humanities to report by the end of academic year 2025-26.

Actions	Responsibility	Year One	Year Two	Year Three
Short action statements for each				
Action #1 Meet to consider priorities for new hires.	French Studies Section	O		
Action #2 Discuss identified priorities with the Dean annually.	Chair and Dean FoH	O		

*On Target (T), Delayed (D), Complete (C), Complete and Ongoing (O)

Comments 2026:

Request for Indigenous scholar in Canadian Francophone literature was first requested in 2021 and every year since then. French Studies acknowledges that this position responds to students' needs and interests and would fulfill a gap in the Program.

Recommendation #2: In your normal advocacy with your Dean for new positions, consider prioritizing the replacement of retiring faculty in German and Italian and the replacement of departed faculty in Spanish.

Supporting/clarifying text: Replacement of faculty is essential to ensure the quality of the programs in the future.

ARC Disposition of the Recommendation

ARC considers this recommendation to be accepted. Although the allocation of resources lies outside the jurisdiction of the Committee ARC expects that the Department will continue to advocate through available channels, as they have done, for positions. This recommendation is linked to #1.

Implementation Plan (1st Priority)

Responsible for approving: Department
 Responsible for resources: Department/Dean
 Responsible for implementation: Department/Dean
 Timeline: Dean of Humanities to report by the end of academic year 2025-26.

Actions	Responsibility	Year One	Year Two	Year Three
Short action statements for each				
Action #1 Explore the possibility of shared positions (ITAL/GERM; HILA/GERM; ITAL/HILA).	HILA, ITAL Studies Sections and Department	T		
Action #2 Meet to consider priorities for new hires and draft position descriptions.	HILA, ITAL Studies Sections and Department	T		
Action #3 Discuss identified priorities with the Dean annually.	Chair and Dean FoH	T		

*On Target (T), Delayed (D), Complete (C), Complete and Ongoing (O)

Comments 2026:

MLLC will work to draft a posting for the needed positions in ITAL, GERM and HILA and will explore the possibility of shared positions (ITAL/GERM; HILA/GERM; ITAL/HILA). The Department is cognizant of the current financial pressures faced by the University and requests continued support for Part-time Instructor (PTI) stipends for the above-mentioned Programs as these are fundamental to their program delivery.

Recommendation #3: Expand upon the existing oral component of all courses, particularly in French.

Supporting/clarifying text: Dedicating more class time to discussion and/or having smaller breakout sessions or tutorials (labs) supervised by advanced undergraduates (Instructional Assistants) could increase opportunities for sorely needed oral practice.

ARC Disposition of the Recommendation

ARC considers this recommendation to be accepted and in the process of implementation. The Committee encourages the Department to engage the Centre for Pedagogical Innovation (CPI) as it considers how best to expand upon the existing oral component of all courses.

Implementation Plan (1st Priority)

Responsible for approving: Department
 Responsible for resources: Department/Dean
 Responsible for implementation: Department/Dean
 Timeline: Dean of Humanities to report by the end of academic year 2025-26.

Actions Short action statements for each	Responsibility	Year One	Year Two	Year Three
Action #1 FREN to meet to discuss priorities and curriculum annually as part of the APC Academic calendar review.	FREN program members	T		
Action #2 Annually review French Studies Program changes internally by Curriculum Committee.	Curriculum Committee	T		
Action #3 Annual submission to the Senate University Program Committee (UPC).	Curriculum Committee	T		

*On Target (T), Delayed (D), Complete (C), Complete and Ongoing (O)

Comments 2026:

MLLC and in particular the French Studies Program, in collaboration with the Curriculum Committee, will study and work on modifying existing courses and creating new courses to expand the oral component. A course titled “Reading, Writing and Performing Poetry” was added to the French course bank to help develop oral skills. To provide additional oral courses, support and financial resources are essential.

Recommendation #4: Work more closely with the appropriate members of higher Administration to make the programs more visible to students applying directly from High School through the OUAC system. Also make sure the programs are properly documented.

Supporting/clarifying text: Incoming students are not aware of the programs offered by MLLC. The department needs more support from the University in terms of how it gathers data to verify student satisfaction with the programs.

ARC Disposition of the Recommendation

ARC considers this recommendation to be accepted. The Committee believes that the Department in consultation with the Dean’s office and the Office of the Registrar and Enrolment Services is best positioned to determine appropriate strategies to move forward on this issue.

Implementation Plan (1st Priority)

Responsible for approving: Department
 Responsible for resources: Department/Dean
 Responsible for implementation: Department/Dean
 Timeline: Dean of Humanities to report by the end of academic year 2025-26.

Actions Short action statements for each	Responsibility	Year One	Year Two	Year Three
Action #1 Meet with the Dean’s Office, in particular the Associate Dean of Student Affairs, report to and consult with Department members.	Chair	T		
Action #2 Meet with Office of the Registrar and Enrolment Services, report to and consult with Department members.	Chair	T		
Action #3 Meet with Communication’s officer to review recruitment materials for all Programs, report to and consult with Department members.	Chair	T		

*On Target (T), Delayed (D), Complete (C), Complete and Ongoing (O)

Comments 2026:

MLLC welcomes the opportunity to work with Administration, in particular with Recruitment and Student Services to make all of its Programs more visible. The Chair will engage in conversation with the Associate Dean to request assistance to strategize how best to move forward.

Recommendation #5: The committee recommends offering courses in twice-per-week slots of 1.5 hours instead of 3 hours.

Supporting/clarifying text: Some courses conform to this time slot. It was remarked that scheduling courses in a 3-hour block made it easier to recruit PT Faculty who might have to travel long distances to campus. However, the committee did speak to PT Faculty that live locally and who welcomed the twice-per-week model.

ARC Disposition of the Recommendation

ARC considers this recommendation to be accepted for consideration. The Committee believes that the Department, in consultation with the Dean’s Office and Scheduling, is best positioned to determine appropriate strategies to review and adjust course offerings.

Implementation Plan (1st Priority)

Responsible for approving:	Department
Responsible for resources:	Department/Dean
Responsible for implementation:	Department/Dean
Timeline:	Dean of Humanities to report by the end of academic year 2025-26.

Actions	Responsibility	Year One	Year Two	Year Three
Short action statements for each				
Action #1 Review teaching patterns of course offerings.	Curriculum Committee	T		
Action #2 Review strategies for timetabling with more flexibility.	Curriculum Committee and Scheduling Office	T		
Action #3 Discuss strategies for course timetabling with the Scheduling office and request more flexibility in late timetable changes.	Chair	T		

*On Target (T), Delayed (D), Complete (C), Complete and Ongoing (O)

Comments 2026:

MLLC agrees that a twice per week teaching pattern would be ideal for all language courses, however, this is not always possible due to timetabling limitations and PTI availability. The Curriculum Committee will be tasked to review the course offerings to determine if there are timetabling strategies that can support this recommendation. It should also be noted that pedagogically, for some courses 2x1.5 hrs is not an effective teaching pattern. The Chair will discuss with Scheduling strategies for course timetabling and request more flexibility in late timetable changes.

Recommendation #6: The MLLC should establish a time in May every year for a face-to-face annual retreat to discuss the progress of the students in each program and to address any issues concerning meeting program objectives.

Supporting/clarifying text: As stated above, this annual retreat would be useful to discuss program objectives and build collegiality across the sections. The day could be divided into 1) program-specific meetings in each target language followed by 2) a department-wide discussion/comparison of the programs and any other issues facing the department.

ARC Disposition of the Recommendation

ARC considers this recommendation to be accepted. The Committee believes that the Department is best positioned to determine appropriate strategies to review its program objectives and student progression within the context of a larger curriculum review.

Implementation Plan (1st Priority)

Responsible for approving:	Department
Responsible for resources:	Department/Dean
Responsible for implementation:	Department/Dean
Timeline:	Dean of Humanities to report by the end of academic year 2025-26.

Actions	Responsibility	Year One	Year Two	Year Three
Short action statements for each				
Action #1 Add topic to annual Year-End Meeting.	Chair	O		
Action #2 Engage with CPI to create Community of Practice workshops.	Chair and Center for Pedagogical Innovation	O		

*On Target (T), Delayed (D), Complete (C), Complete and Ongoing (O)

Comments 2026:

MLLC has added this topic to its annual year-end full-time faculty retreat and/or include this conversation during the review and approval of UPC submission. In consultation with CPI the department has established a community of practice meeting. In 2025-26 a meeting was held December 11, 2025 and a second meeting was held on April 15.

Recommendation #7: Increase enrollments in the first-year French language courses. Streamline enrollment caps on first-year Spanish, Italian and German courses. Offer thematic courses that may count for the degree in all programs. Offer high enrollment courses.

Supporting/clarifying text: This would allow faculty to offer 3rd and 4th-year content courses, thus reducing reliance on PT faculty. High enrollment courses could generate revenue for the department and help reduce the reliance on PT Faculty.

ARC Disposition of the Recommendation

ARC considers this recommendation to be accepted for consideration. The Committee believes that the Department is best positioned to determine appropriate strategies to consider first year enrolments within the context of a larger curriculum review.

Implementation Plan (1st Priority)

Responsible for approving:	Department
Responsible for resources:	Department/Dean
Responsible for implementation:	Department/Dean
Timeline:	Dean of Humanities to report by the end of academic year 2025-26.

Actions	Responsibility	Year One	Year Two	Year Three
Short action statements for each				
Action #1 Schedule Department retreat to discuss ways to address enrolment concerns in first-year language courses.	Curriculum Committee / Department / Chair	O		
Action #2 Consider integration of thematic courses.	Curriculum Committee / Department / Chair	O		

*On Target (T), Delayed (D), Complete (C), Complete and Ongoing (O)

Comments 2026:

MLLC is unsure how an increase in first-year French class enrollments in language courses will benefit the overall linguistic objectives of the programs, especially since it has been recommended to expand oral component (see recommendation 3).

MLLC is committed to equity in language class size across all programs and to ensuring that the first-year student experience in language courses is a positive one. The purpose-built language lab has a capacity of 31, which is ideal for first- and second-year language courses.

Administrative support is needed to ensure that class sizes are equitable across all languages and to ensure the successful dissemination of aural, oral, reading, and writing skills for students.

The Department would like to highlight that many high schools in Ontario no longer offer German, Italian or Spanish as electives. This shift has significantly impacted GERM, HILA, and ITAL, as students typically discover these programs only after arriving at Brock and enrolling in MLLC first-year language

courses. The Department strongly believes that ensuring equity in both language class sizes and the first-year student pool for German, Italian, and Spanish is important and fundamental to their continued success.

Recommendation #8: Restructure the BA in French in order to offer more courses in French and Francophone culture.

Supporting/clarifying text: The committee feels that the BA in French is too heavily literature-based. Given that the majority of the majors in the department are destined for teaching French in the Niagara region, the committee felt that a focus on covering the centuries of the French canon (e.g. from the Middle Ages to Contemporary French Literature) is misplaced. The students would benefit from courses in French/Quebec culture (music, cinema, etc.) giving them insights and materials to use in their own classrooms in the future.

ARC Disposition of the Recommendation

ARC considers this recommendation to be accepted for consideration. The Committee believes that the Department is best positioned to determine appropriate strategies to restructure the BA in French within the context of a larger curriculum review.

Implementation Plan (1st Priority)

Responsible for approving: Department
 Responsible for resources: Department/Dean
 Responsible for implementation: Department/Dean
 Timeline: Dean of Humanities to report by the end of academic year 2025-26.

Actions Short action statements for each	Responsibility	Year One	Year Two	Year Three
Action #1 Meet and discuss French Studies Program restructuring.	French Studies Program	T		
Action #2 Review of suggested changes by the Department Curriculum Committee.	Curriculum Committee and Department	T		

*On Target (T), Delayed (D), Complete (C), Complete and Ongoing (O)

Comments 2026:

The French Studies Program will meet to review their course offerings and present suggestions to the Curriculum Committee for input. Preliminary ideas and suggestions include restructuring a selection of courses thematically. It should also be noted that French Studies strongly believes that literature is part of culture and plays an important role in developing necessary linguistic and analytical skills for future teachers. Literature cannot nor should be discarded from the program.