ADDENDUM TO THE DISCUSSION PAPER
CIS HIGH PERFORMANCE PROGRAM CONCEPT

Prepared by the
Own the Podium Working Group
on the Role of Canadian Universities
in High Performance Sport

December 23, 2011
Own the Podium Working Group

Anne Merklinger, Chair
Director, Summer Sport
OTP

Clint Hamilton
Athletic Director
University of Victoria
Past President
Canadian Interuniversity Sport

Marg McGregor
Chief Executive Officer
Canadian Interuniversity Sport

Lane McAdam
Executive Director of High Performance Sport Canada

Rob Paradis
Senior Program Officer
Sport Canada

Ken Shields
Consultant
Shields Sport Services

Beth Ali
Athletic Director
University of Toronto

Scott Smith
Chief Operating Officer
Hockey Canada

Mark Eckert
Executive Director
Volleyball Canada

Mark Hahto
Chief Operating Officer
Swimming Canada

Ken Read
Director, Winter Sports
OTP

Phil Schlote
High Performance Advisor
OTP

Table of Contents

International Results History of CIS Sports 3
Team Results – CIS Team Sports 4
Medals Won – CIS Individual Sports 9

Analysis of Potential High Performance Program Sports 11
CIS Team Sports 12
CIS Individual Sports 19
INTERNATIONAL RESULTS HISTORY
OF CIS SPORTS

Since Canada hosted the Olympic Games in Montreal in 1976, there has been a steady and significant decline in Canada’s international performance, particularly in those sports most dependent on our education system. A variety of factors have contributed to this decline.

The Olympic rings have become the most recognizable symbol in the world and this has led to corporate and television investors competing to align themselves with the rings. As a consequence, there has been an athlete transition from amateurism to professionalism and the average age of Olympic participants has subsequently increased as athletic careers have become possible in more and more sports. NSOs have evolved to become businesses with athletic performance as their ‘profit’. This led to a significant evolution of foreign sport systems, particularly in Europe, as nations smaller in participation than the athletic superpowers strove to compete for the financial payoff of high performance sport.

In Canada, the 1976 Olympic Games had acted as a catalyst for change and governments injected much needed capital into sport. Canada performed adequately in 1976 but was poised for a breakthrough performance in 1980 until Canada supported the boycott of the Moscow games. To this point, CIS programs were comparable to or better than what existed in other countries.

The 1984 Olympic Games saw a reactive boycott games by Eastern Bloc nations, so that Canada’s results appeared better than they would otherwise have been. Satisfied with these skewed results, we failed to recognize the need for change to keep pace with improvements made by other countries.

The 1990’s saw extensive government cutbacks in Canada which had a severe impact on NSOs that had grown far too dependent on government support. NSOs began to recognize that the system needed to be improved but were no longer able to afford the necessary enrichment development programming.

So with inadequate financial resources and an athlete development system that was falling further behind, Canada’s international performances declined. While there are still individual CIS sport championships and leagues operating in Canada aimed at preparing university-aged athletes and teams for international and professional level competition, they are simply not operating at a high enough level to contribute significantly to Canada’s high performance objectives. They are far behind the systems of our top competitor nations in terms of quality.

The following sport-by-sport statistics graphically track our national team performances since 1976.
MEN’S AND WOMEN’S BASKETBALL

Notes:
- Canada boycotted the 1980 Olympic Games in Moscow.
- Most Eastern bloc countries boycotted the 1984 Olympic Games in Los Angeles. The Canadian basketball teams may have benefitted from the boycott.

Notes:
- The men’s basketball team did not qualify for World Championships in 2006.
- The women’s basketball team did not qualify for World Championships in 1998 or 2002.
MEN’S AND WOMEN’S VOLLEYBALL

Olympic Games
Top 12 Nations Qualify

Men Women Qualification Cutoff

Notes:
- Canada boycotted the 1980 Olympic Games in Moscow.
- Most Eastern bloc countries boycotted the 1984 Olympic Games in Los Angeles. The Canadian volleyball teams may have benefitted from the boycott.

World Championships
Top 24 Nations Qualify

Men Women Qualification Cutoff

Notes:
- The men’s volleyball team did not qualify for World Championships in 1986.
- The women’s volleyball team did not qualify for World Championships in 1994, 1998 or 2006.
WOMEN’S FIELD HOCKEY

Olympic Games
Top 12 Nations Qualify

World Championships
Top 16 Nations Qualify

Notes:
- Women’s field hockey was not included in the 1976 Olympic Games.
- Canada boycotted the 1980 Olympic Games in Moscow.
- Most Eastern bloc countries boycotted the 1984 Olympic Games in Los Angeles. The Canadian women’s field hockey team may have benefitted from the boycott.
- The women’s field hockey team has not qualified for the Olympic Games since 1992.

Notes:
- The intervals at which women’s field hockey holds its World Championships underwent a number of adjustments in the 1970s/1980s. World Championships have been held every four years since 1986 and fall halfway through the Olympic cycle.
- The women’s field hockey team has not qualified for World Championships since 1994.
WOMEN’S SOCCER

Olympic Games
Top 12 Nations Qualify

Women Qualification Cutoff

Notes:
- Women’s soccer is relatively new on the international scene. It was first added to the Olympic Games in 2000.
- The women’s soccer team has qualified for every Olympic Games.

World Championships
Top 16 Nations Qualify

Women Qualification Cutoff

Notes:
- The first World Championships for women’s soccer was held in 1995.
- While Canada has qualified in every World Championships, its performance has been erratic and has been trending downward for the past eight years.

MEN’S SOCCER

Notes:
- The men’s senior national soccer team has not qualified for a World Championships or an Olympic Games in almost 30 years.
- Men’s soccer is not under active consideration for a CIS High Performance Division.
MEN’S AND WOMEN’S ICE HOCKEY

Notes:
- The 1980 Olympic boycott applied to the Summer Games only. The 1980 Winter Olympic Games were held as scheduled.
- The men’s hockey team has qualified for every Games since 1980.
- The men’s hockey team has medaled four times in nine appearances, with two silver and two gold medals.
- Women’s ice hockey was introduced to the Winter Olympic Games in 1998.
- The women’s hockey team has been very successful, medaling in every appearance and capturing three gold medals in a row in 2002, 2006 and 2010.
- Men’s ice hockey is not under active consideration for a CIS High Performance Division.

WOMEN’S RUGBY SEVENS

- Women’s rugby sevens is the most recent addition to the international sport scene.
- The Canadian women’s rugby sevens team placed fourth at the inaugural World Championships in 2009.
- The next World Championships is scheduled for 2013.
- Women’s rugby sevens will make its debut as an Olympic event at the 2012 Olympic Games in London.
- CIS women’s rugby currently plays the Fifteens game.
ATHLETICS
(INCLUDING CROSS COUNTRY)

Olympic Games
Medals Won

Notes:
- Canada boycotted the 1980 Olympic Games in Moscow.
- The Eastern bloc countries boycotted the 1984 Olympic Games in Los Angeles. The Canadian athletics team may have benefitted from the boycott.
- Commencing in 1988, Canada’s athletics team earned seven medals in six appearances.

SWIMMING

Olympic Games
Medals Won

Notes:
- Canada boycotted the 1980 Olympic Games in Moscow.
- The Eastern bloc countries boycotted the 1984 Olympic Games in Los Angeles. The Canadian swimming team may have benefitted from the boycott.
- Commencing in 1988, Canadian swimmers have captured nine medals in six appearances.
MEN’S AND WOMEN’S WRESTLING

Olympic Games
Medals Won

Notes:
- Canada boycotted the 1980 Olympic Games in Moscow.
- The Eastern bloc countries boycotted the 1984 Olympic Games in Los Angeles.
- Commencing in 1988, the men’s wrestling team has won four medals in six appearances.
- Women’s wrestling was introduced to the Olympic Games in 2004.
- The women’s wrestling team has won three medals in two appearances.
ANALYSIS OF POTENTIAL
HIGH PERFORMANCE PROGRAM SPORTS

Detailed Evaluation of CIS Sports Fit in Program

**Team Sports:**
- Basketball
- Volleyball
- Rugby
- Soccer
- Ice Hockey

**Individual Sports:**
- Athletics
- Swimming
- Wrestling
<table>
<thead>
<tr>
<th>Basketball</th>
<th>State of the Art</th>
<th>Possible High Performance Paradigm</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Men</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| ▪ 43 schools
▪ 6 Conferences | ▪ Season is September to mid-March – some start earlier to play exhibition matches in late August – early September  
▪ 8 team National Championship – single elimination format with consolation bracket – 3 day tournament  
▪ large variation in quality of teams and commitment from institution  
▪ Diluted player pool – best talent absent  
  - 86 Canadians on NCAA Division I ‘scholarships’  
  - 90 Canadians in USA Preparatory High School programs  
▪ Top players assessed at being 3-5 years behind competitor nations at same age  
▪ NSO has no formal affiliation with any CIS institution – did operate a full time National Elite Development Academy (NEDA) for high school age athletes (12) at McMaster University in mid-2000’s but this has since closed due to lack of funding  
▪ NSO operates a Development team with focus on participation at World University Games with performance focus  
▪ Dramatic decline in international competitiveness since 1976  
▪ Not simply a University problem – High School Basketball also needs to be addressed | ▪ High Performance Division - play in 12 – 20 schools and 2 conferences – season early June to mid-March – may need to restrict to maximum of 1/3 of participating schools to ensure viability of CIS Division  
▪ 6 – 10 team National Championship – round robin format over 7 days  
▪ Required commitment to minimum HP Division criteria to be negotiated between NSO and HP Division Coaches  
▪ Pre-requisite is that it would have to be linked to a strong Talent ID initiative to ensure the correct players are participating  
▪ Concentrated player pool – keep best talent at home – Amnesty for NCAA student athletes to return home without penalty for first 2-3 years of HP Division as well as transfers in or out of HP Division by current CIS athletes  
▪ Significant portion of this gap overcome in 5 years  
▪ NSO collaborates with CIS HP Division leadership to define and assess program  
▪ Commitment to run an ‘Academy’ program for developing pre-CIS student athletes  
▪ NSO runs National Development team with focus on player development for Senior team via participation in World University Games  
▪ CIS preference is to have a marketable sport to pilot which suggests Men’s Basketball be a priority for the pilot phase |
| **Women**  |                  |                                   |
| ▪ 43 schools
▪ 6 Conferences | ▪ Same as Men except where noted  
▪ Diluted player pool – best talent absent  
  - 77 Canadians on NCAA Division I ‘scholarships’  
  - 5 Canadians in USA Preparatory High School programs | ▪ Same Paradigm  
▪ Women’s Basketball is targeted by OTP under Team Sport Strategy and therefore could also conceivably be a pilot sport |
<table>
<thead>
<tr>
<th>Volleyball</th>
<th>State of the Art</th>
<th>Possible High Performance Paradigm</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Men</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>28 Schools</td>
<td>Season is September to mid-March</td>
<td>Play in 12 – 20 schools and 2 conferences – may need to restrict to maximum of 1/3 of participating schools to ensure viability of CIS Division</td>
</tr>
<tr>
<td>4 Conferences</td>
<td>8 team National Championship – single elimination format – 3 day tournament</td>
<td>Season early June to mid-March</td>
</tr>
<tr>
<td></td>
<td>large variation in quality of teams and commitment from institution</td>
<td>6 – 12 National Championship – round robin format over 7 days</td>
</tr>
<tr>
<td></td>
<td>Diluted player pool – best talent present – no competition for players from NCAA</td>
<td>Required commitment to minimum HP Division criteria to be negotiated between NSO and HP Division Coaches</td>
</tr>
<tr>
<td></td>
<td>NSO has no formal affiliation with a CIS institution on Men’s side</td>
<td>Pre-requisite is that it would have to be linked to a strong Talent ID initiative to ensure the correct players are participating</td>
</tr>
<tr>
<td></td>
<td>Top players assessed to be 3-5 years behind competitor nations at same age</td>
<td>Concentrated player pool – best players already staying home - Amnesty for student athletes to transfer in or out of HP Division without penalty for first 2-3 years of HP Division</td>
</tr>
<tr>
<td></td>
<td>NSO operates a summer Development program to accelerate player development and participate in World University Games</td>
<td>NSO collaborates with CIS HP Leadership to define and assess program</td>
</tr>
<tr>
<td></td>
<td>No PSO programming in this age group</td>
<td>Significant portion of this gap overcome in 5 years</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Commitment to run an ‘Academy’ program for developing pre-CIS student athletes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>NSO runs National Development team with focus on player development for Senior team via participation in World University Games</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Men’s Volleyball is targeted by OTP under the Team Sport Strategy and could conceivably be included in the pilot phase</td>
</tr>
</tbody>
</table>

<p>| <strong>Women</strong>  |                  |                                    |
| 37 Schools | Same as Men except where noted | Same paradigm |
| 5 Conferences | Diluted player pool – best talent absent | Talent concentrated – keep best Canadian athletes at home – Amnesty for NCAA student athletes to return home without penalty for first 2-3 years of HP Division as well as transfers in or out of HP Division by current CIS athletes |
|            | – ?? Canadians on NCAA Division I ‘scholarships’ | Women’s Volleyball could be a key beneficiary of this paradigm but, at present, is not targeted by OTP nor is it highly marketable – depending on the scope of the pilot phase, it could be considered but would be a lower priority |
|            | NSO has formal affiliation with a University of Manitoba on Women’s side – athletes ineligible for CIS | NSO collaborates with CIS HP Leadership to define and assess program |
|            |                                    | Significant portion of this gap overcome in 5 years |
|            |                                    | Commitment to run an ‘Academy’ program for developing pre-CIS student athletes |
|            |                                    | NSO runs National Development team with focus on player development for Senior team via participation in World University Games |
|            |                                    | Men’s Volleyball is targeted by OTP under the Team Sport Strategy and could conceivably be included in the pilot phase |</p>
<table>
<thead>
<tr>
<th>Field Hockey</th>
<th>State of the Art</th>
<th>Possible High Performance Paradigm</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Women</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>▪ 14 Schools</td>
<td>Season is September to late November – Indoor season cancelled in Ontario</td>
<td>Potential to pursue a similar paradigm as Basketball and Volleyball but on a smaller scale</td>
</tr>
<tr>
<td>▪ 2 Conferences</td>
<td>▪ 5 team National Championship in round robin format played over 4 days – crossover for Gold medal game only</td>
<td>Field Hockey Canada very interested</td>
</tr>
<tr>
<td></td>
<td>▪ significant variation in quality of teams and institutional commitment</td>
<td>Will require significant discussion with Field Hockey Canada and interested institutions around Outdoor and Indoor program minimum expectations</td>
</tr>
<tr>
<td></td>
<td>▪ Relatively concentrated player pool – best athletes absent</td>
<td>Pre-requisite is that it would have to be linked to a strong Talent ID initiative to ensure the correct players are participating</td>
</tr>
<tr>
<td></td>
<td>- 44 Canadians in NCAA Division I reported in 2008</td>
<td>Understand that many new Indoor and Outdoor Field Turf facilities are considered inadequate</td>
</tr>
<tr>
<td></td>
<td>▪ top players assessed to be ?? years behind top competitors</td>
<td>Need to commit to indoor season to extend season and enhance student athlete development – this will put additional stress on available indoor facilities</td>
</tr>
<tr>
<td></td>
<td>▪ NSO partners with CIS to keep sport alive with a minimal contribution of $15K to assist with travel costs</td>
<td>Commitment to run an ‘Academy’ program for developing pre-CIS student athletes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Women’s Field Hockey is targeted by OTP under the Team Sport Strategy but the paradigm is not as clear at present as some of the other sports which suggests it is a Phase 2 sport</td>
</tr>
<tr>
<td>Rugby</td>
<td>State of the Art</td>
<td>Possible High Performance Paradigm</td>
</tr>
<tr>
<td>---------------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| Women 15’s    | ▪ 25 Schools  
▪ 5 Conferences  
▪ Season is September to late November  
▪ 6 team National Championship – round robin format with 2 pools of 3 – crossover for Gold Medal game only  
▪ significant variation in quality of teams and institutional commitment  
▪ relatively concentrated player pool – best athletes present – no NCAA competition for players  
▪ top players assessed to be 7 years behind top competitors  
▪ High Performance program of most interest is Rugby 7’s  
▪ NSO to centralize top Rugby 7’s players (mostly university age) for January to April period to participate in international 7’s competition season – seeking flexible eligibility for these athletes | ▪ Potential to pursue a similar paradigm to Basketball and Volleyball in Phase 2 but significant consultation/negotiation needs to take place to determine if program should be 15’s or 7’s or both and how CIS could morph into 7’s either completely or after Christmas  
▪ Pre-requisite is that it would have to be linked to a strong Talent ID initiative to ensure the correct players are participating  
▪ Will likely be an issue with Rugby Canada regarding the retention of the 15’s game in CIS to feed their 15’s National Team which is the traditional game but may become less relevant internationally  
▪ CRU has committed to a winter season centralization of top Women’s 7’s student athletes in Victoria as the model to prepare Canada for Women’s Rugby’s Olympic debut in 2016  
▪ OTP’s interest is in developing the Women’s 7’s game to sustain or improve Canada’s current world leading status  
▪ Is there potential for a Rugby 7’s program for Men within CIS?  
▪ Women’s Rugby is targeted by OTP under the Team Sport Strategy  
▪ Newness of current program approach and need to better define the CIS model moving forward likely makes Women’s Rugby a Phase 2 sport |
<table>
<thead>
<tr>
<th><strong>Soccer</strong></th>
<th><strong>State of the Art</strong></th>
<th><strong>Possible High Performance Paradigm</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Women</strong></td>
<td>Same as Men except where noted</td>
<td>Potential to implement a HP division – Education system is the route of choice in this age group</td>
</tr>
<tr>
<td>45 Schools</td>
<td>very diluted player pool</td>
<td>CSA encountering some resistance from NCAA Schools to release players for national team activities</td>
</tr>
<tr>
<td>5 Conferences</td>
<td>139 Canadians in NCAA Division I</td>
<td>Are professional playing opportunities in USA and Europe for top players – also Tier 2 North American Pro League with several Canadian teams that serves developmental opportunity – need to weigh value of extended CIS program with participation in these Summer opportunities</td>
</tr>
<tr>
<td></td>
<td>only 3 of 38 in Senior National team pool are in CIS schools</td>
<td>Clearly is a player pool that could upgrade CIS programming if a superior program option can be designed – would either be extended CIS Season (June – Dec) outdoors + Indoor Season (Jan – Mar) or Summer Club (June-Aug) + upgraded CIS outdoor (Sept – Dec) + Indoor</td>
</tr>
<tr>
<td></td>
<td>top players assessed at being 3-5 years behind competitor nations at same age</td>
<td>Pre-requisite is that it would have to be linked to a strong Talent ID initiative to ensure the correct players are participating</td>
</tr>
<tr>
<td></td>
<td>CIS Women’s Soccer is of interest to NSO’s but program would require upgrading</td>
<td>Need further discussion with new Women’s National Coach to determine the exact model as there appears to be interest from NSO for this direction</td>
</tr>
<tr>
<td></td>
<td>NSO operates Development programs at various age groups – no real program at University age level</td>
<td>To have value CIS HP development opportunity must be superior to NCAA</td>
</tr>
<tr>
<td></td>
<td>NSO (former coach) was considering World University Games as a Development opportunity</td>
<td>Women’s Soccer is targeted by OTP – current planning state of Women’s Soccer with recent Head Coach / Program Director change suggests more time is needed to design the Canadian alternative which likely makes this a Phase 2 sport</td>
</tr>
<tr>
<td></td>
<td>CIS operates a World University Games team for CIS athletes only but most are not part of CSA high performance stream</td>
<td></td>
</tr>
<tr>
<td>Soccer</td>
<td>State of the Art</td>
<td>Possible High Performance Paradigm</td>
</tr>
<tr>
<td>--------</td>
<td>----------------</td>
<td>-----------------------------------</td>
</tr>
<tr>
<td><strong>Men</strong></td>
<td>42 Schools</td>
<td>No real interest from CSA to pursue any high performance paradigm in CIS</td>
</tr>
<tr>
<td>5 Conferences</td>
<td>Season is September to late November</td>
<td>Not seen as the preferred route to the national team</td>
</tr>
<tr>
<td></td>
<td>8 team National Championship – single elimination – 3 day tournament</td>
<td></td>
</tr>
<tr>
<td></td>
<td>large variation in quality of teams and institutional commitment</td>
<td></td>
</tr>
<tr>
<td></td>
<td>very diluted player pool – of 186 players in Olympic player pool, only 7 are CIS athletes</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- 38 Canadians in NCAA Division I</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- 139 Canadians in professional soccer leagues around the world at various levels</td>
<td></td>
</tr>
<tr>
<td></td>
<td>top players assessed at being ? years behind competitor nations at same age</td>
<td></td>
</tr>
<tr>
<td></td>
<td>CIS Men’s Soccer is not on NSO’s radar (neither is NCAA)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>NSO operates Development programs at various age groups – most relevant is Olympic U23 – CIS athletes are not of this caliber</td>
<td></td>
</tr>
<tr>
<td></td>
<td>CIS operates a World University Games team but athletes are not part of CSA high performance stream</td>
<td></td>
</tr>
<tr>
<td>Hockey</td>
<td>State of the Art</td>
<td>Possible High Performance Paradigm</td>
</tr>
<tr>
<td>--------</td>
<td>------------------</td>
<td>-----------------------------------</td>
</tr>
<tr>
<td><strong>Men</strong></td>
<td>season is September to mid-March</td>
<td>No real interest by Hockey Canada to investigate a HP paradigm within CIS</td>
</tr>
<tr>
<td>34 Schools</td>
<td>6 team National Championship – 2 pools of 3 round robin with single cross over for Gold Medal</td>
<td># of athletes in NCAA and the fact that some %age of NCAA players make the NHL suggests that a Canadian HP division is possible – the question is if it is necessary?</td>
</tr>
<tr>
<td>3 conferences</td>
<td>large variation in quality of teams and institutional commitment</td>
<td></td>
</tr>
<tr>
<td>4 Conferences</td>
<td>very diluted player pool – bulk of men’s hockey players go Junior A route to NHL and ultimately Olympic team</td>
<td></td>
</tr>
<tr>
<td>- 889 Canadians on NCAA ‘scholarship’</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Canada’s national team is world’s best</td>
<td></td>
</tr>
<tr>
<td></td>
<td>CIS Men’s Hockey is not on Hockey Canada’s radar</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Current top CIS teams made up largely of ‘graduate’ Junior A players who do not make NHL and return to school for an education</td>
<td></td>
</tr>
<tr>
<td></td>
<td>NSO operates Program of Excellence – all but Junior age groups are below CIS age groups – minimal if any CIS participation on National Junior team</td>
<td></td>
</tr>
<tr>
<td></td>
<td>CIS operates a World University Games team – no athletes are part of Hockey Canada HP athlete pool</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Women</strong></td>
<td>Same as Men except where noted</td>
<td>Believe there would be interest from Hockey Canada and CIS to pursue this</td>
</tr>
<tr>
<td>30 Schools</td>
<td>Very diluted player pool – best players largely absent</td>
<td>Pre-requisite is that it would have to be linked to a strong Talent ID initiative to ensure the correct players are participating</td>
</tr>
<tr>
<td>4 Conferences</td>
<td>432 Canadians on NCAA ‘scholarship’</td>
<td></td>
</tr>
<tr>
<td></td>
<td>CIS Women’s Hockey has great potential to provide a HP environment for top players</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Need for significant discussion between Hockey Canada and interested CIS institutions to design program superior to NCAA and minimum expectations for a HP Division school or HP club</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Canadian Women are the top international program in the world so there is less urgency to address this than in other sports</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Women’s Hockey is the top ranked team sport targeted by OTP, however, uncertainty about precise program direction suggests that this may be a Phase 2 sport</td>
</tr>
</tbody>
</table>

Addendum to Discussion Paper CIS High Performance Program Concept 18
### Athletics

#### Track and Field

- **State of the Art**
  - Season is September to mid-March
  - National Championships are Indoor and are attended based on qualifying standards
  - Large variation in program quality and institutional commitment
  - Diluted athlete pool – best athletes are absent
    - 153 athletes on NCAA ‘scholarship’ reported in 2008
  - Top athletes assessed as being well behind their counterparts from top nations
  - NSO has formal affiliations with selected CIS institutions in Victoria, Edmonton, Toronto to host HP Training Centres – programs – most centre programs are event group specific and are not integrated with University program
  - NSO offers developmental national teams including participation led by NSO in World University Games

- **Possible High Performance Paradigm**
  - AC has not been including CIS as part of their HP Development Strategy – even though there are some ‘partnerships’ with Training Centres, there is little if any program integration
  - Minimal # of CIS athletes have ever won a medal at Worlds or Olympics – Mike Smith?
  - Objective is to have a closer partnership between AC and CIS schools / programs
  - Individual paradigm shift could be toward an integration of activities between Athletics Canada High Performance Training Centres and CIS Schools or toward defining the requirements to be involved at a high performance level
  - Consideration of focusing on a limited # of events – extending the season to Outdoor (post April) seemed desirable
  - Significant need for consultation / negotiation with Athletics Canada and interested CIS Schools to determine the #’s of potential partnerships and the minimum requirements for High Performance as well as the nature of integration
  - Although Athletics is an OTP targeted sport, this would appear to be a Phase 2 sport

#### Cross Country

- **State of the Art**
  - 33 Schools

- **Possible High Performance Paradigm**
<table>
<thead>
<tr>
<th>Men and Women</th>
<th>State of the Art</th>
<th>Possible High Performance Paradigm</th>
</tr>
</thead>
<tbody>
<tr>
<td>32 Schools</td>
<td>Season is September to early March</td>
<td>Is some potential for significant partnership between Swimming Canada Natation (SNC) and CIS</td>
</tr>
<tr>
<td></td>
<td>National Championships are Short Course and are attended based on qualifying standards</td>
<td>Top athletes who stay home are primarily in a NTC program or a university / high performance club partnership and comprise the bulk of the national team SMC reported only 2 athletes on World’s team from NCAA vs 8 from CIS/SNC Swim Centres</td>
</tr>
<tr>
<td></td>
<td>Large variation in program quality and institutional commitment</td>
<td>SNC seems to be having success in keeping our best athletes home in HP Training Centres some of which are associated with CIS institutions</td>
</tr>
<tr>
<td></td>
<td>Diluted athlete pool – many top athletes are absent</td>
<td>Individual paradigm shift could be toward an integration of activities between Swimming Canada Natation (SNC) High Performance Training Centres or top High Performance Clubs and CIS Schools</td>
</tr>
<tr>
<td></td>
<td>- 150 athletes on NCAA ‘scholarship’ reported in 2008</td>
<td>SNC wants to improve high performance in CIS but not at expense of broad based CIS programs – objectives may be incompatible</td>
</tr>
<tr>
<td></td>
<td>Top athletes assessed as being well behind their counterparts from top nations</td>
<td>Significant need for consultation / negotiation with SNC to determine the #’s of potential partnerships and the minimum requirements for High Performance as well as the nature of integration</td>
</tr>
<tr>
<td></td>
<td>NSO has formal affiliations with selected CIS institutions in Vancouver, Calgary, Toronto to host HP Training Centres – programs are not integrated with University program – athletes in SNC Centres are eligible to compete at National Championship</td>
<td>Although Swimming is an OTP targeted sport, this would appear to be a Phase 2 sport</td>
</tr>
<tr>
<td></td>
<td>NSO offers developmental national teams including sporadic and variable participation in World University Games led by NSO</td>
<td></td>
</tr>
<tr>
<td>Wrestling</td>
<td>State of the Art</td>
<td>Possible High Performance Paradigm</td>
</tr>
<tr>
<td>-----------</td>
<td>------------------</td>
<td>----------------------------------</td>
</tr>
</tbody>
</table>
| Men and Women | • Season is September to early March  
• National Championships are Freestyle only and operate in FILA weight classes  
• Variation in program quality based on level of support from CAWA for level of HP Training Centre – institutional commitment is minimal  
• Athlete pool relatively concentrated although quality breadth of programs is relatively wide – there are a small number of Canadians that go to the NCAA but it is not a talent drain issue – Simon Fraser University has recently joined NCAA and therefore the ‘best University/Club hybrid (SFU/Burnaby Mountain) has athletes competing under rules different than FILA’s which may be a disadvantage  
• Top athletes assessed as being significantly behind top competitors in Men but closer to leading in Women  
• NSO has formal affiliations with 15 CIS institutions to host National Training Centres (6 Level 1 Centres, 5 Level 2 Centres, 4 Level 3 Centres)  
• CAWA invests ~$300K in Coaching salaries at CIS institutions and have established a number of Endowment Funds to further contribute to Coaching salaries at selected HP Clubs / Institutions | • Wrestling is the most ready of the individual sports to pursue a High Performance Division – in some ways, they are already partially doing this via their Training Assessment and allocation of dollars – the top athletes morph from their CIS program to their High Performance Club program following the CIS Championship and compete in CAWA Championships and Selection tournaments  
• Are occasionally conflicts between competitive programs of FILA and CIS that cause difficulties for accessing athletes  
• Canada has integrated male – female program that gives a training advantage to our women – Uncertain if there is a need for more athletes to do this  
• CIS program intensity is still behind that of top countries particularly for Men – uncertain what can be done to address this  
• Although Wrestling is an OTP targeted sport, this would appear to be a Phase 2 sport |