

**C.I.A.U. COMPARATIVE STUDY
1998-99**

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The 1998-99 C.I.A.U. Comparative Study consists of averages/ranges for each conference as well as on a national scale. It shows the differences between the 1992-93 statistics and the current ones. This study is without questionnaire returns, from the following Universities: Acadia, UQAM, Nipissing, and Montreal. It must also be noted that some questions were not answered adequately.

The terminology used in the tables and graphs regarding conferences are as such: Atlantic Conference = AUAA, Quebec Conference = QSSF, Ontario Conference = OUA, Great Plains Conference = GPAC, Canada West Conference = CWUAA, and NAT = National. The terminology regarding gender and sports is the following: M - Mens, W = Womens, BB = Basketball, VB = Volleyball, SO = Soccer, IH = Ice Hockey, FO = Football, WR = Wrestling, SW = Swimming, CC = Cross County, TF = Track & Field, FH = Field Hockey, RU = Rugby.

I would like to express special thanks to Pat Pickard, and especially Monique Cox for their contributions towards this study.

NOTE FROM THE CIAU:

The CIAU wishes to take this opportunity to acknowledge and recognize the work of Mr. Haines. The CIAU Comparative Study is conducted approximately once every five years and relies upon the efforts of students and academic advisors for its compilation. Mr. Haines contribution is invaluable to ensuring the CIAU remains in the forefront of gender equity in Canada.

It should also be noted that Acadia University, Université du Québec à Montréal, Nipissing University, and Université de Montréal submitted their questionnaire returns, however due to timing, the respective returns were not able to be included within the present Study.

Table 1

Number of Part-Time Head Coaching Positions - Women's Program

CONFERENCE	92 - 93		98 - 99		7 YEAR CHANGE	
	M	F	M	F	M	F
NATIONAL	68	27	133	49	+65	+22
ATLANTIC	17	6	32	11	+15	+5
QUEBEC	7	2	23	7	+16	+5
ONTARIO	34	15	50	20	+16	+5
GREAT PLAINS	1	1	7	2	+6	+1
CANADA WEST	9	3	21	9	+12	+6

Seven Year Study

Nationally, there was an increase of sixty-five (65) positions for men and an increase of twenty-two (22) positions for women.

In the Atlantic Conference, there was an increase of fifteen (15) positions for men and an increase of five (5) positions for women.

The Quebec Conference, there was an increase of sixteen (16) positions for men and an increase of five (5) positions for women.

Ontario Conference, there was an increase of sixteen (16) positions for men and an increase of five (5) positions for women.

The Great Plains Conference, there was an increase of six (6) positions for men and an increase of one (1) position for women.

Canada West, there was an increase of twelve (12) positions for men and an increase of one (1) position for women.

Figure 1

**NUMBER OF PART-TIME HEAD COACHING
POSITIONS - WOMEN'S PROGRAM**

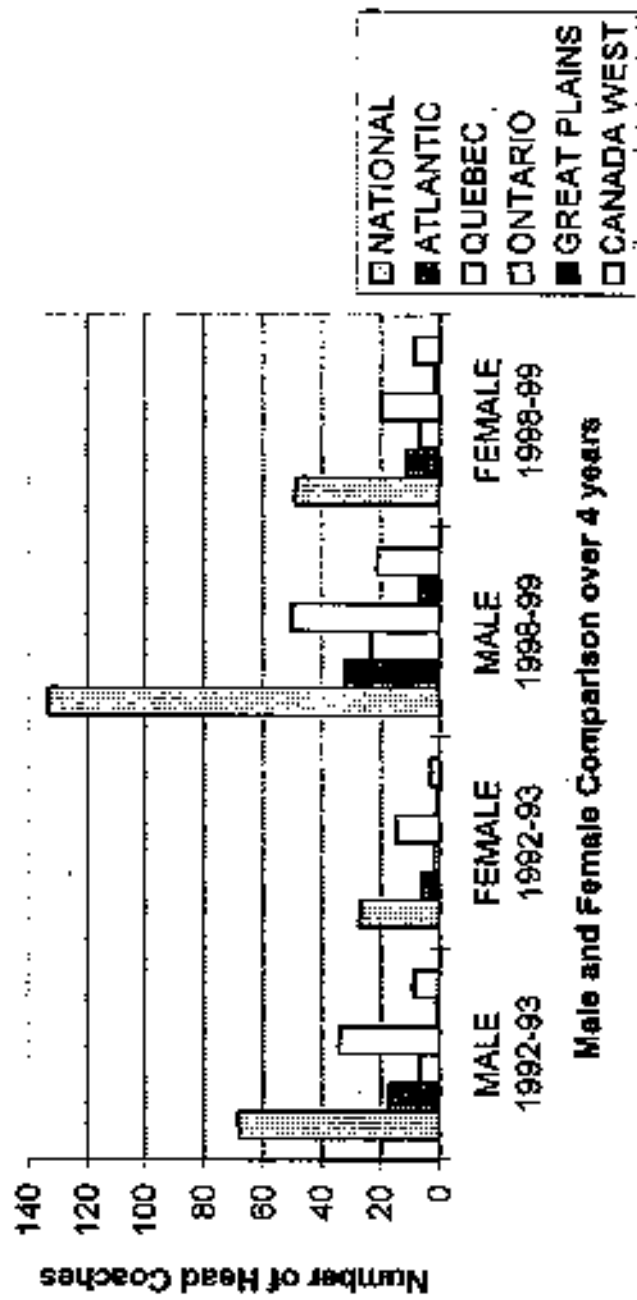


Table 2

Number of Full-Time Head Coaching Positions - Women's Program

CONFERENCE	92 - 93		98 - 99		7 YEAR CHANGE	
	M	F	M	F	M	F
NATIONAL	39	46	53	46	+14	0
ATLANTIC	3	8	6	9	+3	+1
QUEBEC	10	8	5	3	-5	-2
ONTARIO	16	8	29	21	+13	0
GREAT PLAINS	3	8	5	2	+2	-1
CANADA WEST	7	8	8	11	+1	+2

Seven Year Study

Nationally, there was an increase of fourteen (14) positions for men and no change in positions for women.

In the Atlantic Conference, there was an increase of three (3) positions for men and an increase of one (1) position for women.

The Quebec Conference, there was a decrease of five (5) positions for men and a decrease of two (2) positions for women.

Ontario Conference, there was an increase of thirteen (13) positions for men and no change in the positions for women

The Great Plains Conference, there was an increase of two (2) positions for men and a decrease of one (1) position for women.

Canada West, there was an increase of one (1) position for men and an increase of two (2) positions for women.

Figure 2

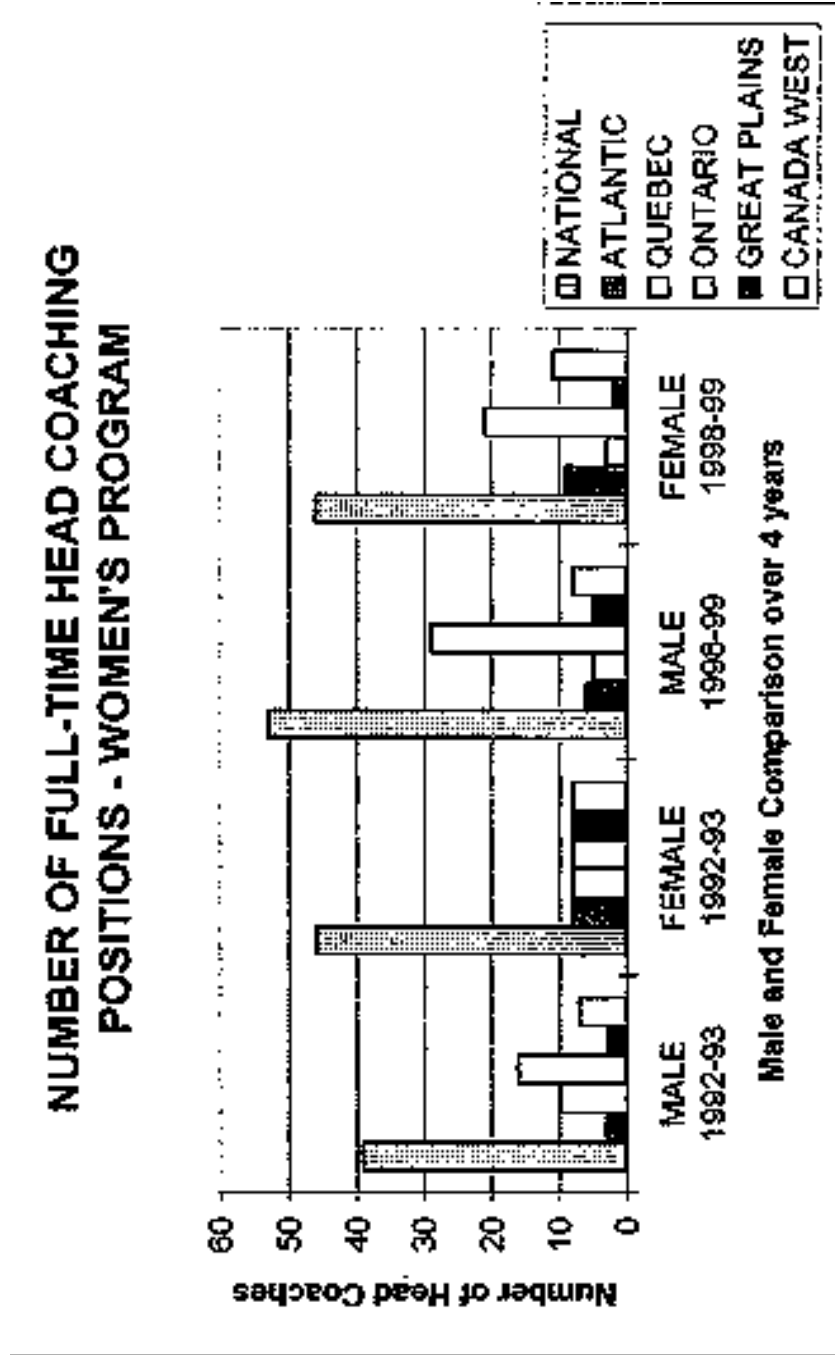


Table 3

Number of Part-Time Head Coaching Positions - Men's Program

CONFERENCE	92 - 93		98 - 99		7 YEAR CHANGE	
	M	F	M	F	M	F
NATIONAL	54	0	123	3	+69	+3
ATLANTIC	13	0	24	1	+11	+1
QUEBEC	6	0	17	1	+11	+1
ONTARIO	25	0	52	0	+27	0
GREAT PLAINS	3	0	7	0	+4	0
CANADA WEST	7	0	23	1	+16	+1

Seven Year Study

Nationally, there was an increase of sixty-nine (69) positions for men and an increase of three (3) positions for women.

In the Atlantic Conference, there was an increase of eleven (11) positions for men and an increase of one (1) position for women.

The Quebec Conference, there was a decrease of eleven (11) positions for men and an increase of one (1) position for women.

Ontario Conference, there was an increase of twenty-seven (27) positions for men and no change in the positions for women

The Great Plains Conference, there was an increase of four (4) positions for men and no change in the positions for women.

Canada West, there was an increase of sixteen (16) positions for men and an increase of one (1) position for women.

Figure 3

**NUMBER OF PART-TIME HEAD COACHING
POSITIONS - MEN'S PROGRAM**

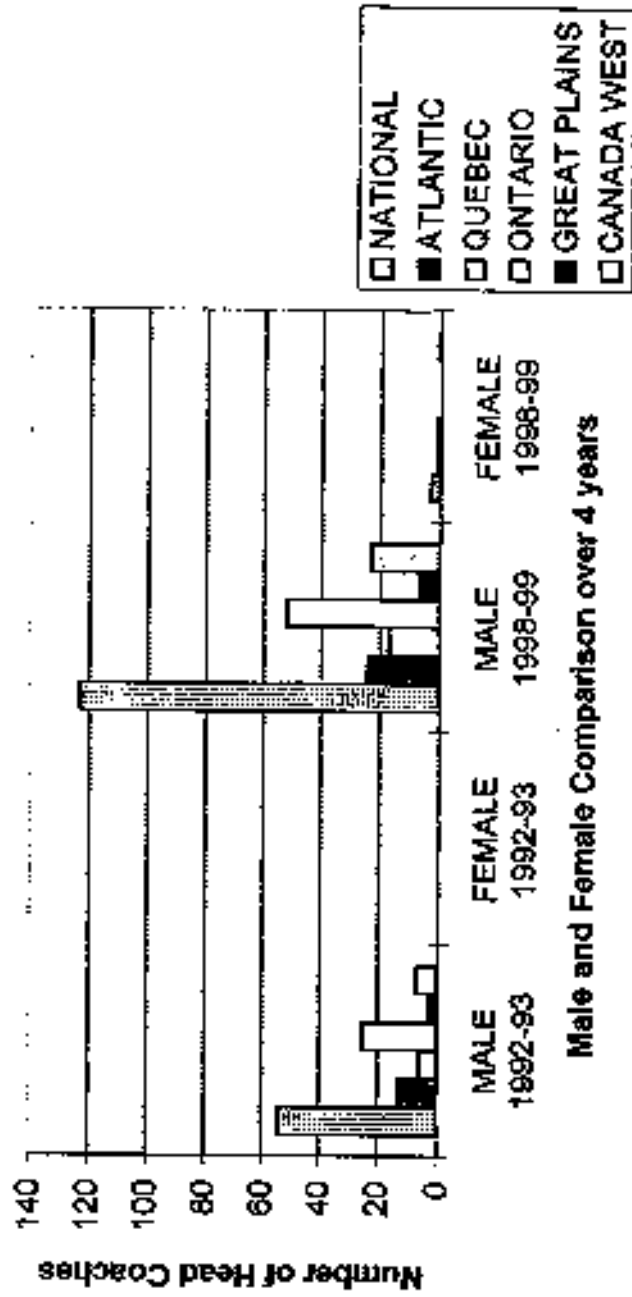


Table 4

Number of Full-Time Head Coaching Positions - Men's Program

CONFERENCE	92 - 93		98 - 99		7 YEAR CHANGE	
	M	F	M	F	M	F
NATIONAL	89	2	121	9	+32	+7
ATLANTIC	14	0	18	0	+4	0
QUEBEC	11	0	15	0	+4	0
ONTARIO	42	2	55	7	+13	+5
GREAT PLAINS	8	0	10	0	+2	0
CANADA WEST	14	0	23	2	+9	+2

Seven Year Study

Nationally, there was an increase of thirty-two (32) positions for men and an increase of seven (7) positions for women.

In the Atlantic Conference, there was an increase of four (4) positions for men and no change in the positions for women.

The Quebec Conference, there was a decrease of four (4) positions for men and no change in the positions for women.

Ontario Conference, there was an increase of thirteen (13) positions for men and an increase of five (5) positions for women

The Great Plains Conference, there was an increase of two (2) positions for men and no change in the positions for women.

Canada West, there was an increase of nine (9) positions for men and an increase of two (2) positions for women.

Figure 4

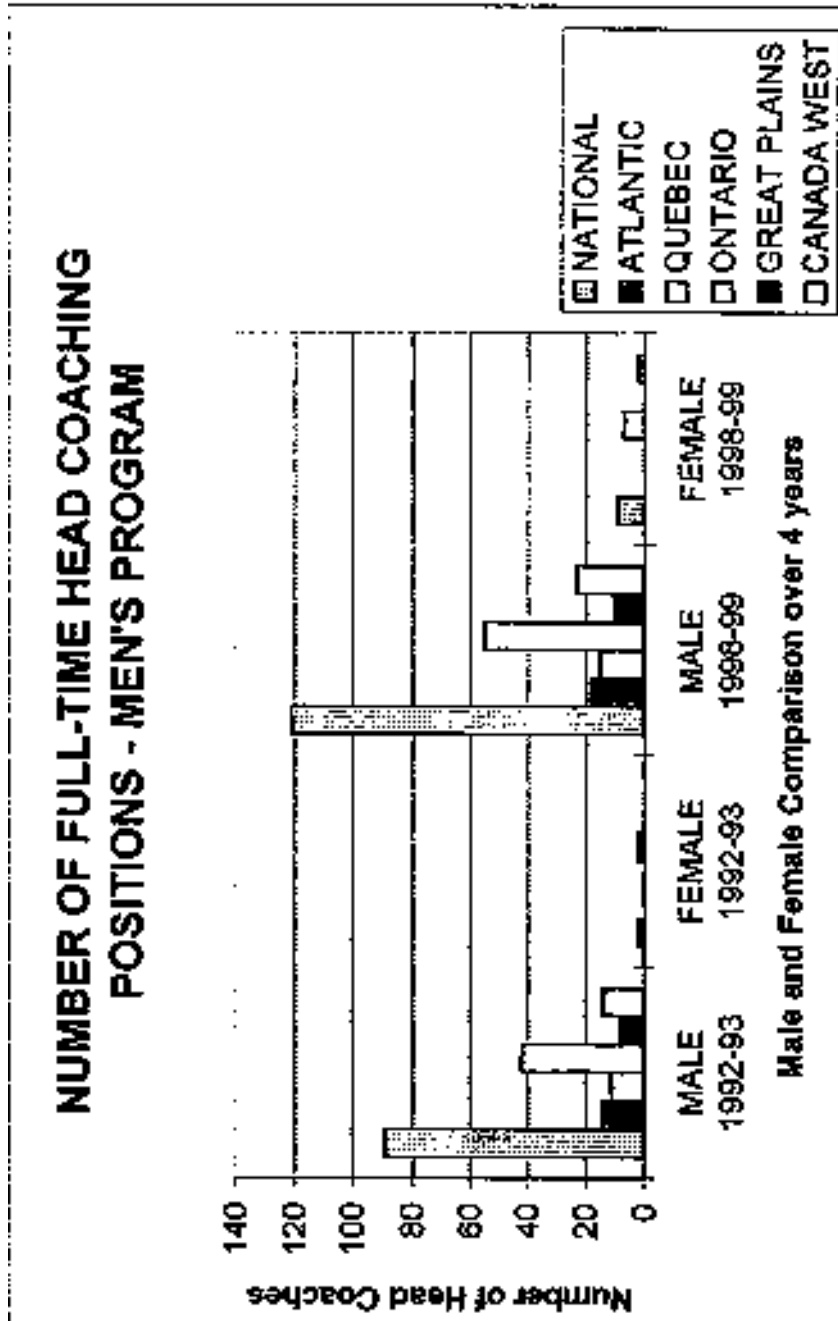


Table 5

Athletic Directors

CONFERENCE	92 - 93		98 - 99		7 YEAR CHANGE	
	M	F	M	F	M	F
NATIONAL	22	6	32	11	+10	+5
ATLANTIC	6	2	7	3	+1	+1
QUEBEC	4	1	5	0	+1	-1
ONTARIO	9	1	10	7	+1	+6
GREAT PLAINS	0	2	4	0	+4	-2
CANADA WEST	3	0	6	1	+3	+1

Seven Year Study

Nationally, there was an increase of ten (10) positions for men and an increase of five (7) positions for women.

In the Atlantic Conference, there was an increase of one (1) position for men and an increase of one (1) position for women.

The Quebec Conference, there was an increase of one (1) position for men and a decrease of one (1) position for women.

Ontario Conference, there was an increase of one (1) position for men and an increase of six (6) positions for women

The Great Plains Conference, there was an increase of four (4) positions for men and a decrease of two (2) positions for women.

Canada West, there was an increase of three (3) positions for men and an increase of one (1) positions for women.

Figure 5

ATHLETIC DIRECTORS

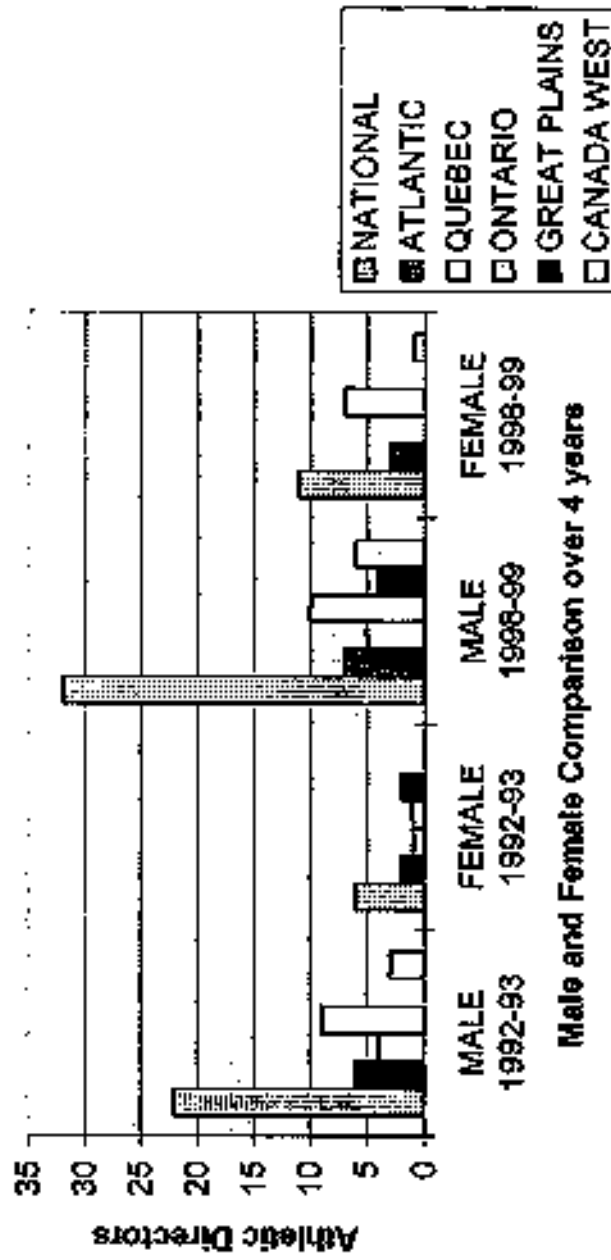


Table 6

Athletic Coordinators / Part Time Administrators

CONFERENCE	98 - 99	
	M	F
NATIONAL	3	5
ATLANTIC	-	-
QUEBEC	1	-
ONTARIO	1	3
GREAT PLAINS	-	-
CANADA WEST	1	2

Nationally, there are three (3) male and five (5) Athletic Coordinators working part-time. They represent the Quebec Conference, Ontario Conference and Canada West Conference. There are five (5) part-time Athletic Coordinators Nationally, three (3) in the Ontario Conference and two (2) in the Canada West Conference.

Figure 6

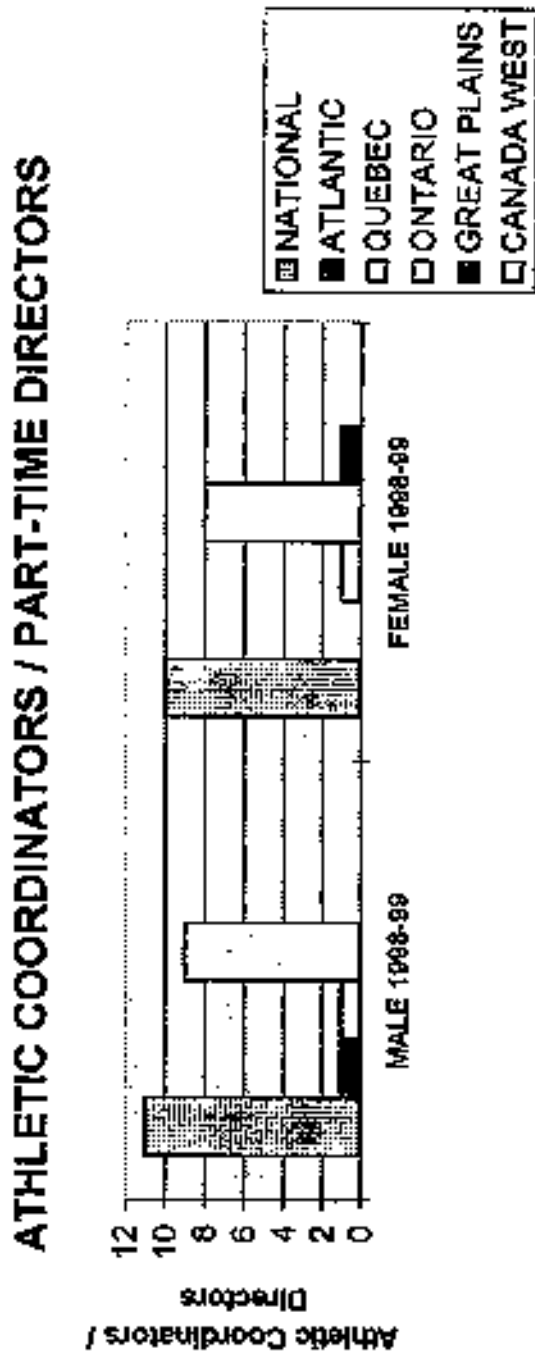


Table 7

Athletic Coordinators / Full Time Administrators

CONFERENCE	98 - 99	
	M	F
NATIONAL	33	31
ATLANTIC	2	2
QUEBEC	6	1
ONTARIO	20	18
GREAT PLAINS	1	2
CANADA WEST	4	8

Nationally, there are thirty-three (33) full-time male Athletic Coordinators compared to thirty-one (31) female Athletic Coordinators.

In the Atlantic Conference, there are two (2) full-time male Athletic Coordinators and two (2) full-time female Athletic Coordinators.

The Quebec Conference, there are six (6) full-time male Athletic Coordinators and one (1) full-time female Athletic Coordinators.

Ontario Conference, there are twenty (20) full-time male Athletic Coordinators and eighteen (18) full-time female Athletic Coordinators.

The Great Plains Conference, there is one (1) full-time male Athletic Coordinator and two (2) full-time female Athletic Coordinators.

Canada West Conference, there are four (4) full-time male Athletic Coordinators and eight (8) full-time female Athletic Coordinators.

Figure 7

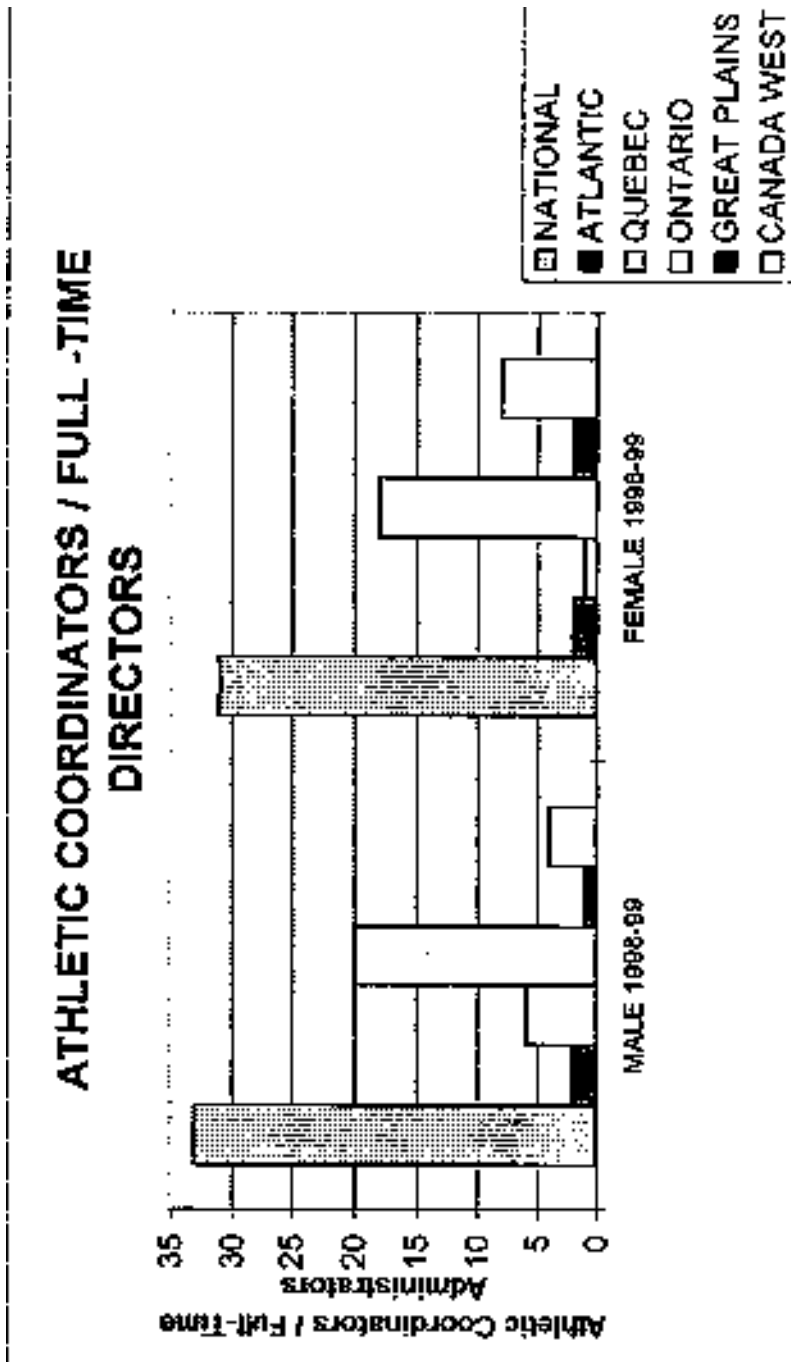


Table 8

Promoters/Managers/Sports Information Directors - Part-Time

CONFERENCE	98 - 99	
	M	F
NATIONAL	11	10
ATLANTIC	1	0
QUEBEC	1	1
ONTARIO	9	8
GREAT PLAINS	0	1
CANADA WEST	0	0

Nationally, there are eleven (11) part-time male positions and ten (10) part-time female positions.

In the Atlantic Conference, there is one (1) part-time male position and no(0) part-time female positions.

The Quebec Conference, there is one (1) part-time male position and one (1) part-time female position.

Ontario Conference, there are nine (9) part-time male positions and eight (8) part-time female positions.

The Great Plains Conference, there are no part-time male positions and one (1) part-time female position.

Canada West Conference, there no part-time male positions and no part-time female positions.

Figure 8

**PROMOTERS/MANAGERS/SPORTS INFORMATION
DIRECTORS - PART-TIME**

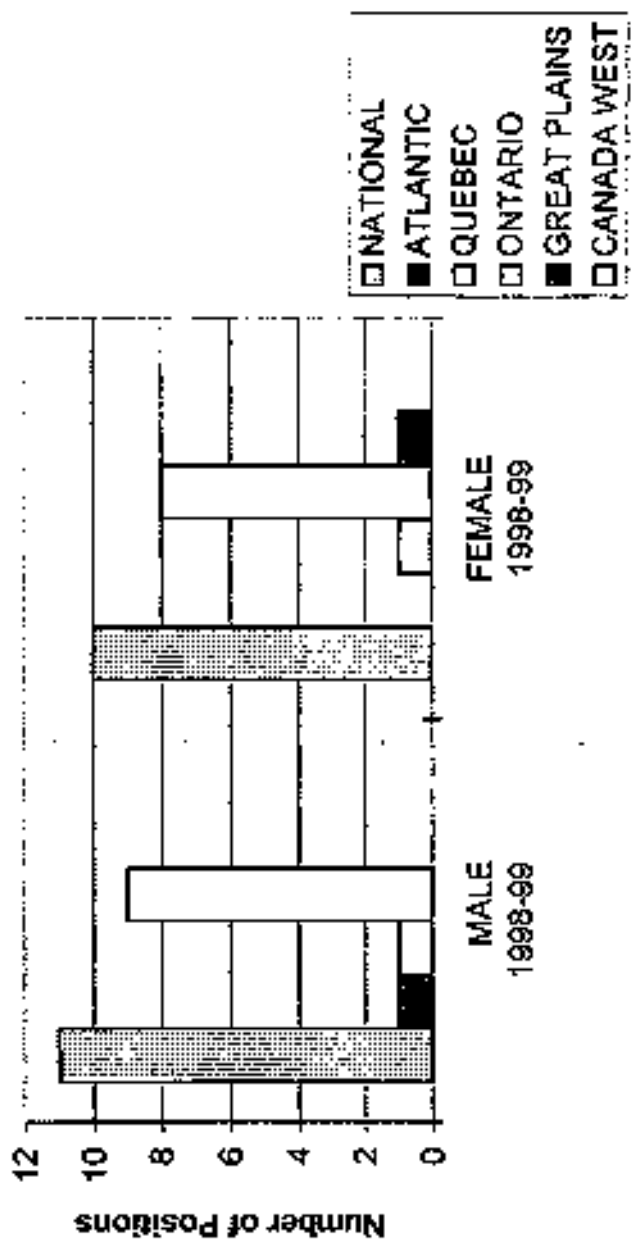


Table 9

Promoters/Managers/Sport Information Directors - Full-Time

CONFERENCE	92 - 93		98 - 99		7 YEAR CHANGE	
	M	F	M	F	M	F
NATIONAL	21	11	24	24	+3	+13
ATLANTIC	2	4	4	4	+2	0
QUEBEC	6	3	2	1	-4	-2
ONTARIO	10	2	10	14	0	+12
GREAT PLAINS	0	1	1	0	+1	-1
CANADA WEST	3	1	7	5	+4	+4

Nationally, there was an increase of three (3) full-time male positions and an increase of thirteen (13) full-time female positions.

In the Atlantic Conference, there was an increase of two (2) full-time male positions and no change in full-time female positions.

The Quebec Conference, there was a decrease of four (4) full-time male positions and a decrease of two (2) full-time female positions.

Ontario Conference, there was no change in full-time male positions and an increase of twelve (12) full-time female positions.

The Great Plains Conference, there was an increase of one (1) full-time male position and a decrease of one (1) full-time female position.

Canada West Conference, there was an increase of four (4) full-time male positions and an increase of four (4) full-time female positions.

Figure 9

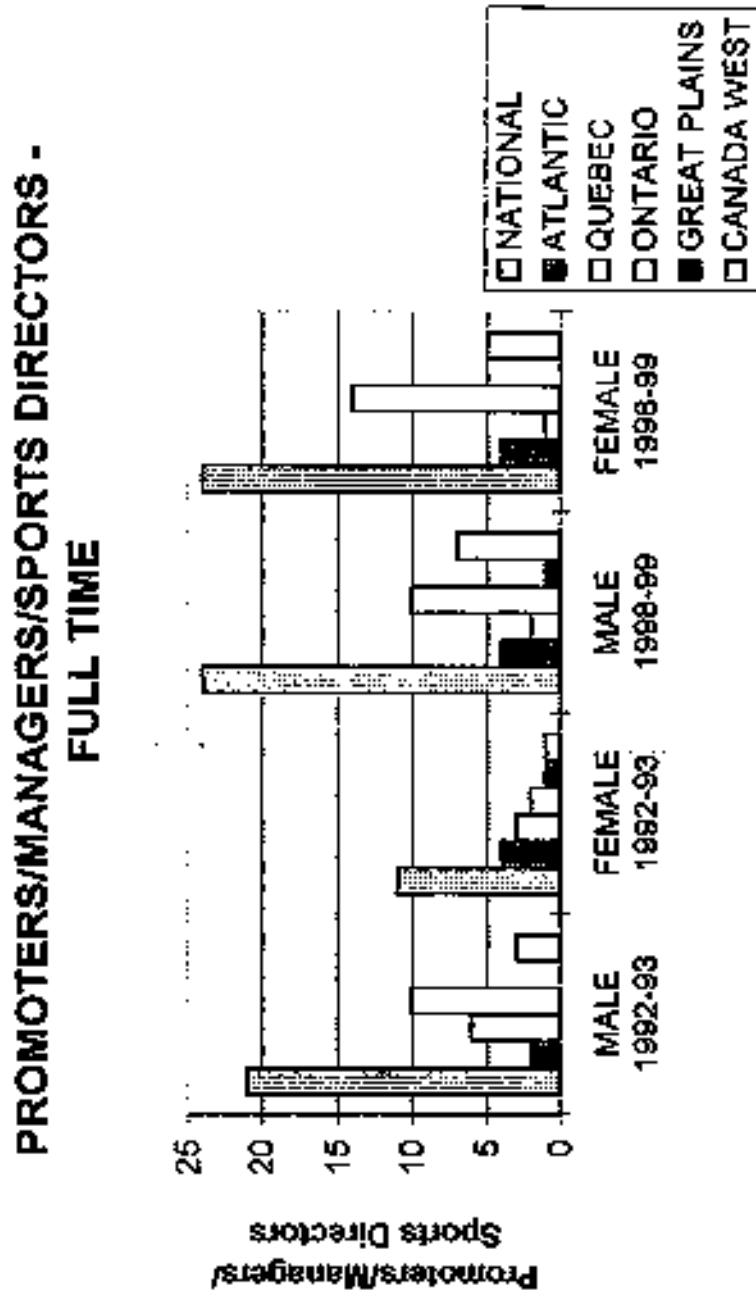


Table 10

Head Athletic Therapists

CONFERENCE	92 - 93		98 - 99		7 YEAR CHANGE	
	M	F	M	F	M	F
NATIONAL	22	12	21	17	-1	+5
ATLANTIC	4	3	1	2	-3	-1
QUEBEC	4	1	4	1	0	0
ONTARIO	8	5	10	9	+2	+4
GREAT PLAINS	3	1	2	1	-1	0
CANADA WEST	3	2	4	4	+1	+2

Nationally, there was a decrease of one (1) male position and an increase of five (5) female positions.

In the Atlantic Conference, there was a decrease of three (3) male positions and a decrease of one (1) female position.

The Quebec Conference, there was a no change in male positions and no change in female positions.

Ontario Conference, there was an increase of two (2) male positions and an increase of four (4) female positions.

The Great Plains Conference, there was a decrease of one (1) male position and no change in female positions.

Canada West Conference, there was an increase of one (1) male position and an increase of two (2) female positions.

Figure 10

HEAD ATHLETIC THERAPISTS

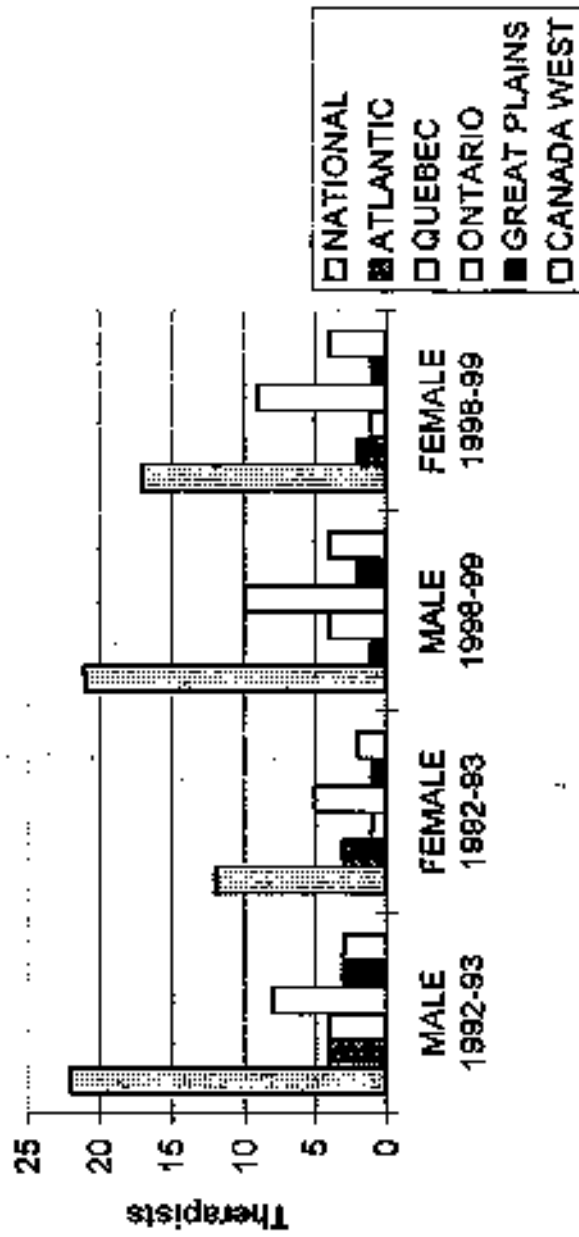


Table 11

**Summary of the number of C.I.A.U. Head Coaches
by sport according to Conference 1998-99**

ATLANTIC CONFERENCE

WOMEN'S PROGRAMS	MALE		FEMALE	
	Full-Time	Part-Time	Full-Time	Part-Time
Basketball	1	2	4	1
X-Country	1	5	-	-
Field Hockey	-	-	1	2
Swimming	1	3	-	-
Track & Field	1	1	-	1
Volleyball	1	4	3	2
Soccer	0	8	2	0
Rugby	-	3	-	2
Ice Hockey	-	3	1	-
Wrestling	-	2	-	-

MEN'S PROGRAMS	MALE		FEMALE	
	Full-Time	Part-Time	Full-Time	Part-Time
Basketball	5	3	-	-
X-Country	1	5	-	-
Football	3	-	-	-
Ice Hockey	3	3	-	-
Soccer	3	7	-	-
Swimming	1	3	-	-
Track & Field	0	2	-	-
Volleyball	1	2	-	-
Wrestling	-	2	-	-

The Atlantic Conference totals may be inaccurate due to the fact that Acadia University was not included in this year's data.

Figure 11.A

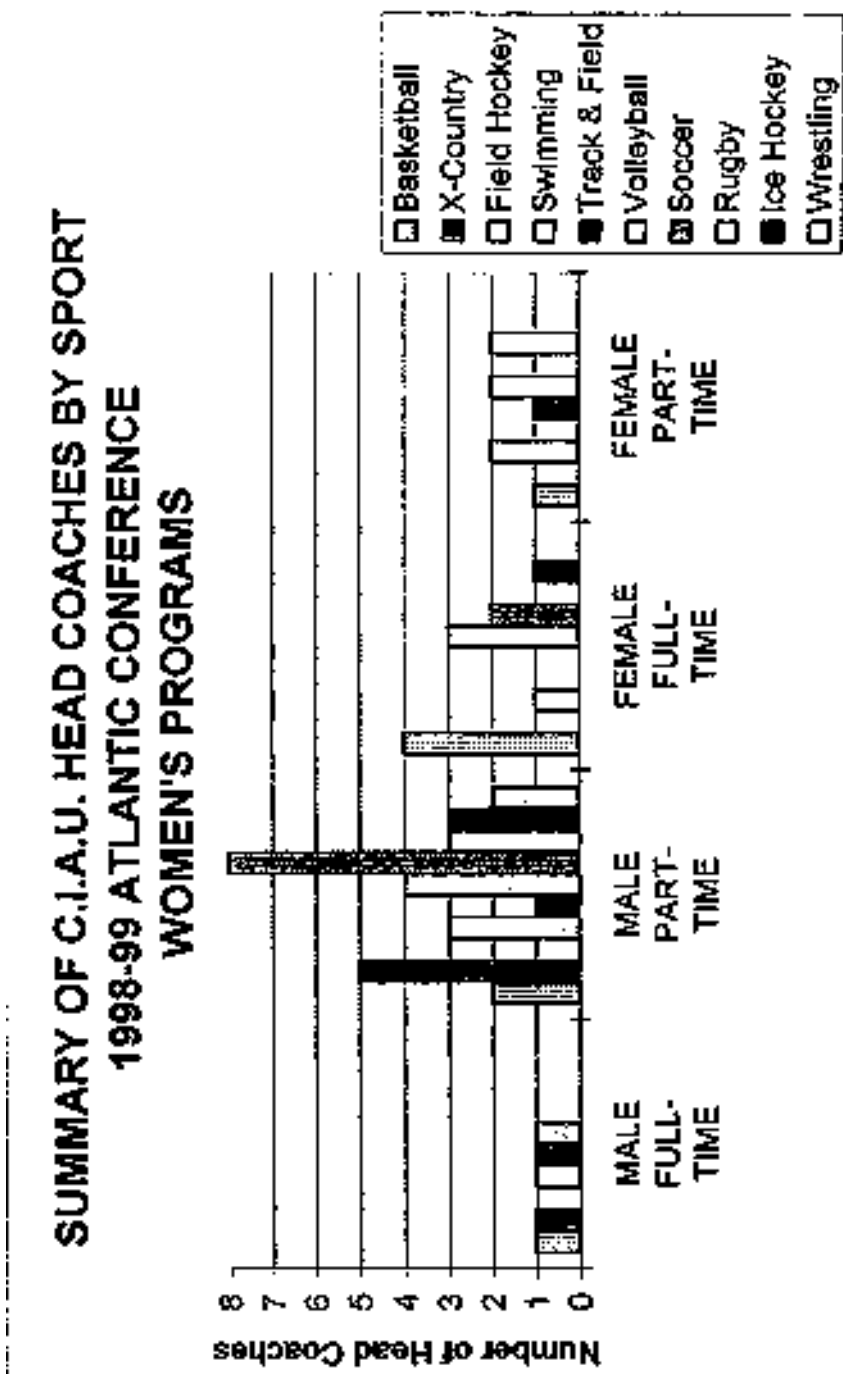


Figure 11.B

**SUMMARY OF C.I.A.U. HEAD COACHES BY SPORT
1998-99 ATLANTIC CONFERENCE
MEN'S PROGRAMS**

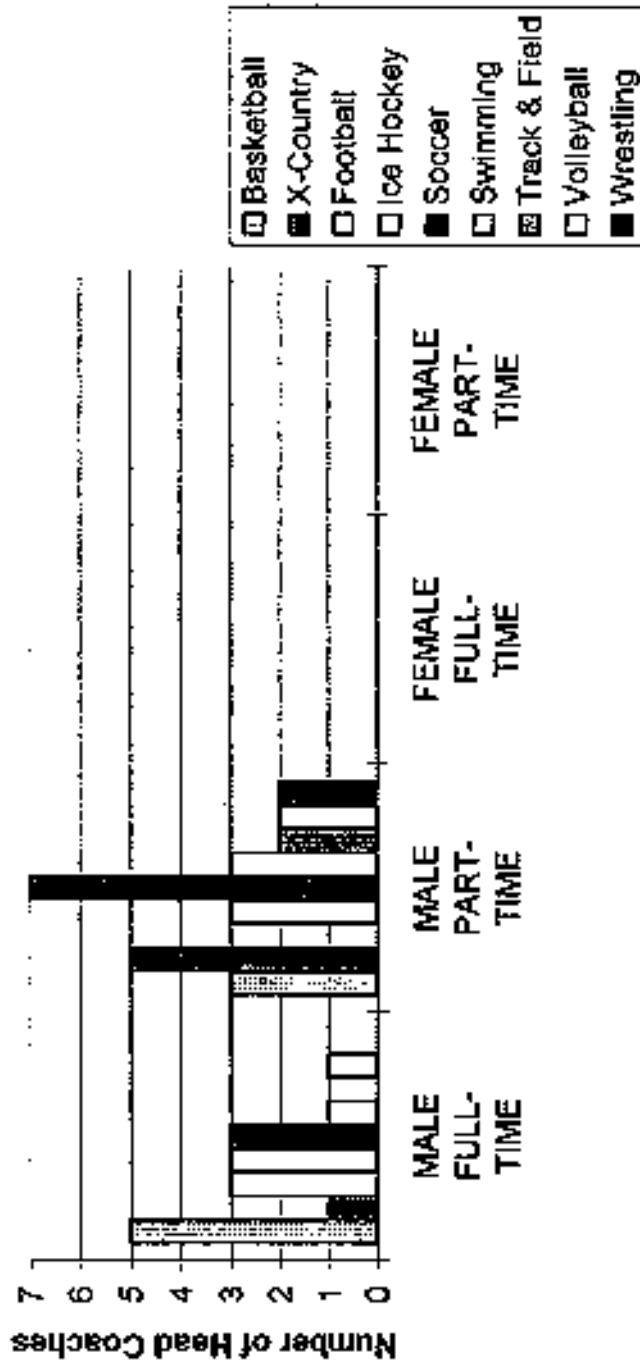


Table 12

**Summary of the number of C.I.A.U. Head Coaches
by sport according to Conference 1998-99**

QUEBEC CONFERENCE

WOMEN'S PROGRAMS	MALE		FEMALE	
	Full-Time	Part-Time	Full-Time	Part-Time
Basketball	1	1	2	-
X-Country	0	5	-	-
Field Hockey	-	1	-	-
Swimming	2	2	-	-
Track & Field	1	3	-	1
Volleyball	0	2	1	-
Soccer	0	3	-	3
Rugby	-	2	-	2
Ice Hockey	1	2	-	1
Wrestling	-	2	-	-

MEN'S PROGRAMS	MALE		FEMALE	
	Full-Time	Part-Time	Full-Time	Part-Time
Basketball	3	1	-	-
X-Country	-	5	-	-
Football	4	-	-	-
Ice Hockey	3	0	-	-
Soccer	1	3	-	-
Swimming	3	2	-	-
Track & Field	1	3	-	2
Volleyball	1	1	-	-
Wrestling	-	2	-	-

The Quebec Conference totals may be inaccurate due to the fact that UQAM and the University of Montreal were not included in this year's data.

Figure 12.A

**SUMMARY OF C.I.A.U. HEAD COACHES BY SPORT
1998-99 QUEBEC CONFERENCE
WOMEN'S PROGRAMS**

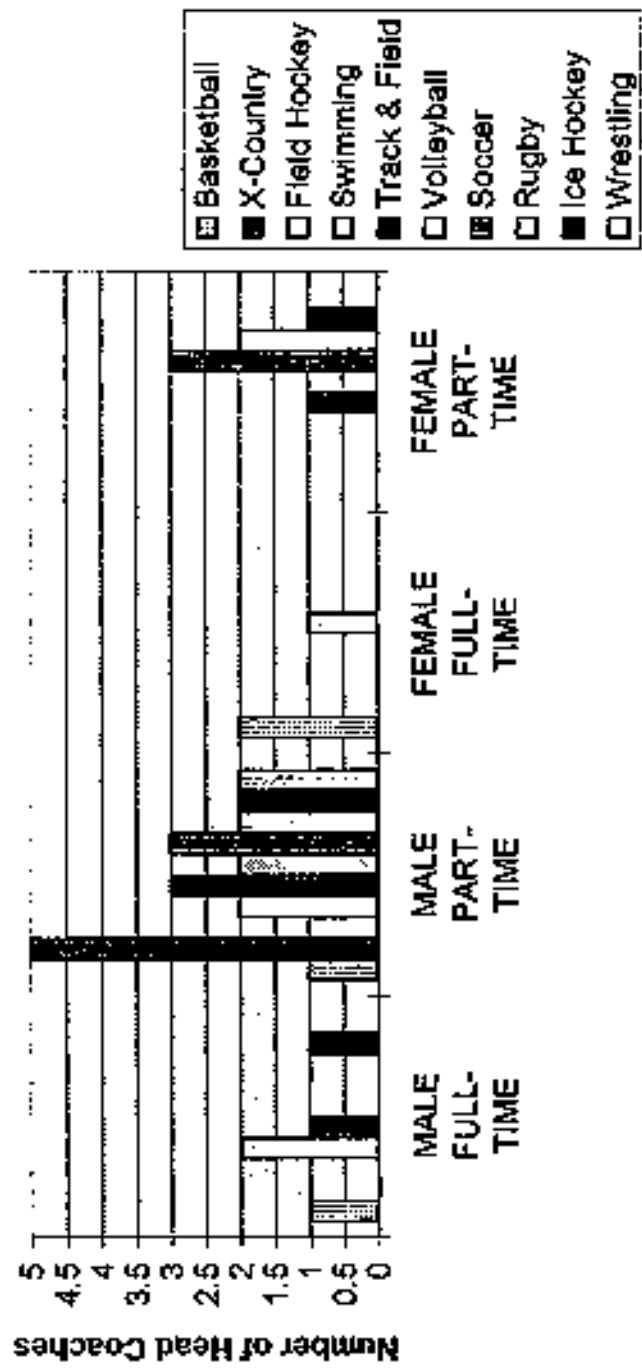


Figure 12.B

**SUMMARY OF C.I.A.U. HEAD COACHES BY SPORT
1998-99 QUEBEC CONFERENCE
MEN'S PROGRAMS**

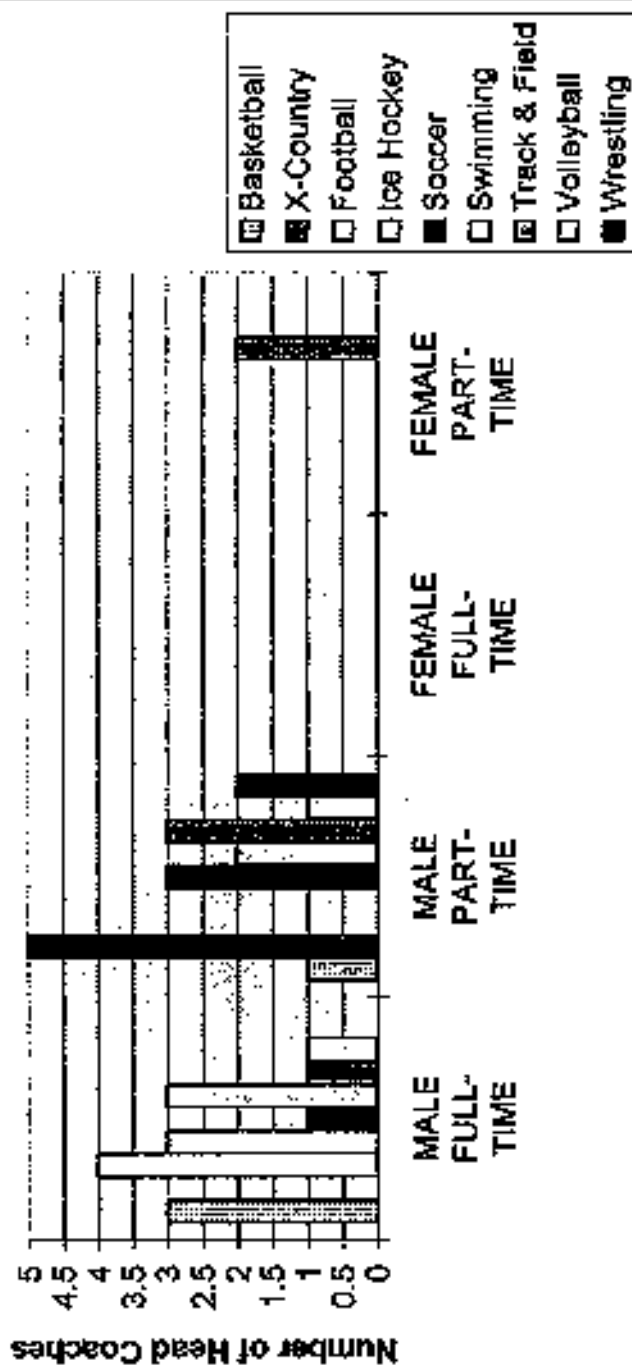


Table 13

**Summary of the number of C.I.A.U. Head Coaches
by sport according to Conference 1998-99.**

ONTARIO CONFERENCE

WOMEN'S PROGRAMS	MALE		FEMALE	
	Full-Time	Part-Time	Full-Time	Part-Time
Basketball	4	4	6	1
X-Country	4	10	2	0
Field Hockey	0	2	3	3
Swimming	9	6	0	0
Track & Field	4	4	4	0
Volleyball	7	3	4	1
Soccer	0	9	1	5
Rugby	-	-	-	-
Ice Hockey	-	-	-	-
Wrestling	-	-	-	-

MEN'S PROGRAMS	MALE		FEMALE	
	Full-Time	Part-Time	Full-Time	Part-Time
Basketball	14	2	-	-
X-Country	4	10	2	-
Football	11	-	-	-
Ice Hockey	6	6	-	-
Soccer	3	12	-	-
Swimming	9	6	-	-
Track & Field	5	3	3	-
Volleyball	5	6	1	-
Wrestling	3	4	-	-

The Ontario Conference total may be inaccurate due to the fact that Nipissing University was not included in this year's data.

Figure 13.A

**SUMMARY OF C.I.A.U. HEAD COACHES BY SPORT
1998-99 ONTARIO CONFERENCE
WOMEN'S PROGRAMS**

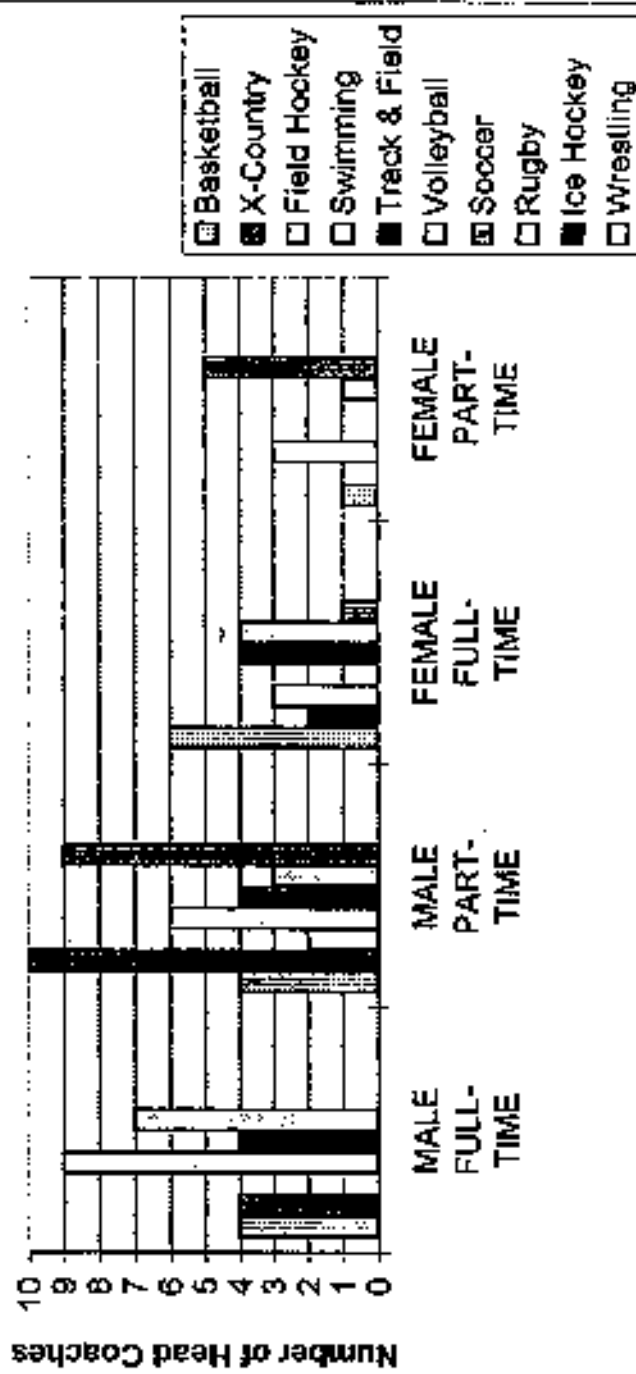


Figure 13.B

**SUMMARY OF C.I.A.U. HEAD COACHES BY SPORT
1998-99 ONTARIO CONFERENCE
MEN'S PROGRAMS**

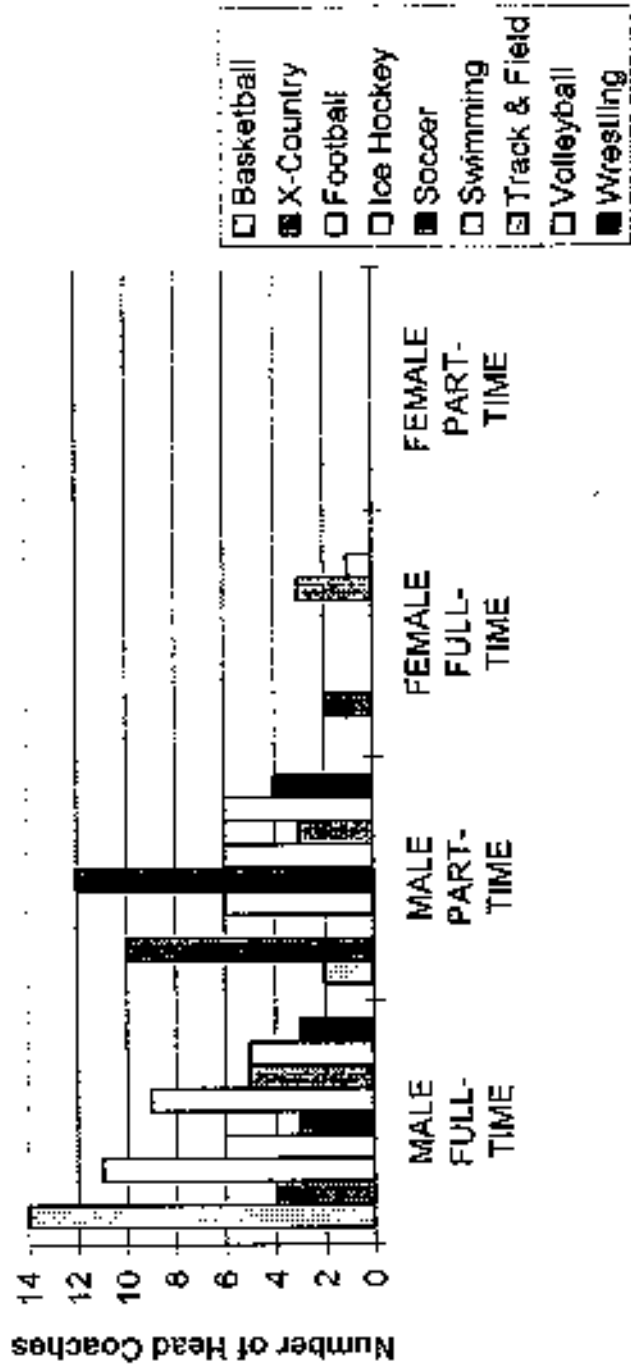


Table 14

**Summary of the number of C.I.A.U. Head Coaches
by sport according to Conference 1998-99.**

GREAT PLAINS CONFERENCE

WOMEN'S PROGRAMS	MALE		FEMALE	
	Full-Time	Part-Time	Full-Time	Part-Time
Basketball	0	1	2	0
X-Country	-	1	-	-
Field Hockey	-	1	-	-
Swimming	1	1	-	-
Track & Field	0	2	-	-
Volleyball	3	1	0	-
Soccer	-	-	-	-
Rugby	-	-	-	-
Ice Hockey	-	-	-	2
Wrestling	1	1	-	-

MEN'S PROGRAMS	MALE		FEMALE	
	Full-Time	Part-Time	Full-Time	Part-Time
Basketball	3	0	-	-
X-Country	-	1	-	-
Football	1	1	-	-
Ice Hockey	2	0	-	-
Soccer	-	-	-	-
Swimming	1	1	-	-
Track & Field	-	2	-	-
Volleyball	2	1	-	-
Wrestling	1	1	-	-

Figure 14.A

**SUMMARY OF C.I.A.U. HEAD COACHES BY SPORT
1998-99 GREAT PLAINS CONFERENCE
WOMEN'S PROGRAMS**

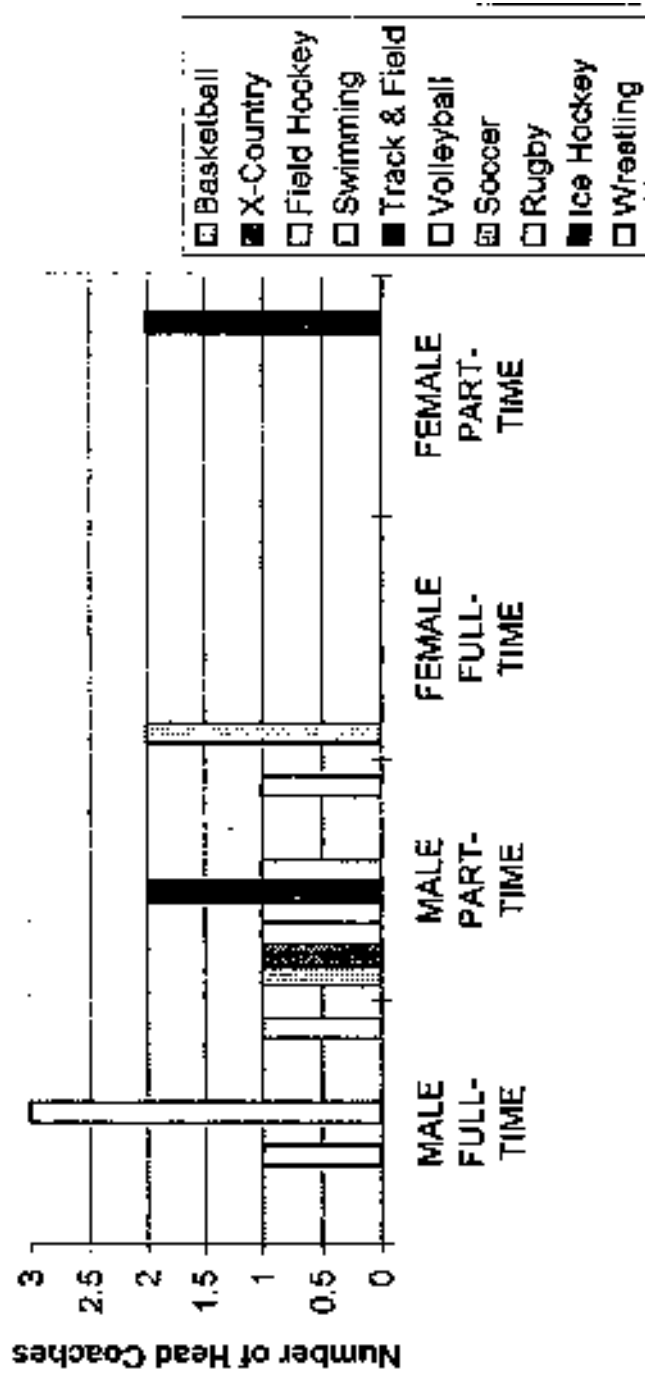


Figure 14.B

**SUMMARY OF C.I.A.U. HEAD COACHES BY SPORT
1998-99 GREAT PLAINS CONFERENCE
MEN'S PROGRAMS**

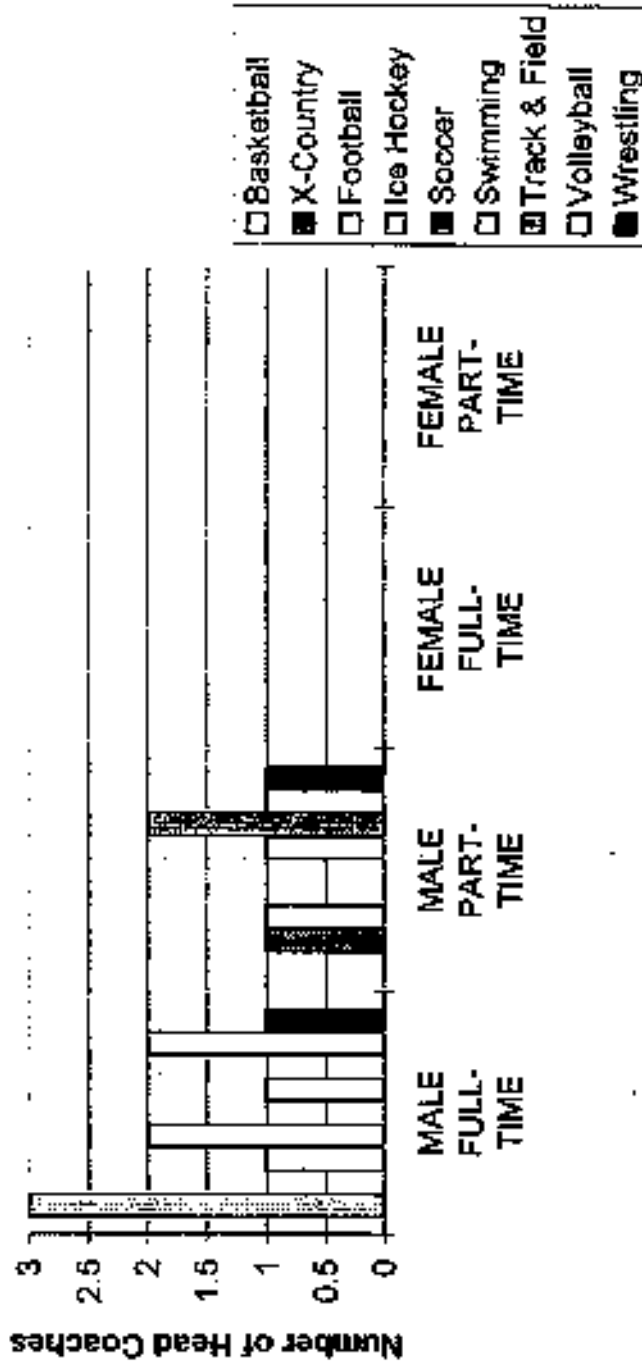


Table 15

**Summary of the number of C.I.A.U. Head Coaches
by sport according to Conference 1998-99**

CANADA WEST CONFERENCE

WOMEN'S PROGRAMS	MALE		FEMALE	
	Full-Time	Part-Time	Full-Time	Part-Time
Basketball	1	-	5	1
X-Country	0	6	-	0
Field Hockey	1	-	1	2
Swimming	1	3	-	1
Track & Field	2	4	1	-
Volleyball	1	1	4	-
Soccer	0	5	1	0
Rugby	-	1	-	1
Ice Hockey	1	-	-	3
Wrestling	1	2	-	-

MEN'S PROGRAMS	MALE		FEMALE	
	Full-Time	Part-Time	Full-Time	Part-Time
Basketball	5	1	1	-
X-Country	-	6	-	-
Football	4	-	-	-
Ice Hockey	5	-	-	-
Soccer	-	6	-	-
Swimming	1	3	-	1
Track & Field	2	4	1	-
Volleyball	5	1	-	-
Wrestling	1	2	-	-

Figure 15.A

**SUMMARY OF C.I.A.U. HEAD COACHES BY SPORT
1998-99 CANADA WEST CONFERENCE
WOMEN'S PROGRAMS**

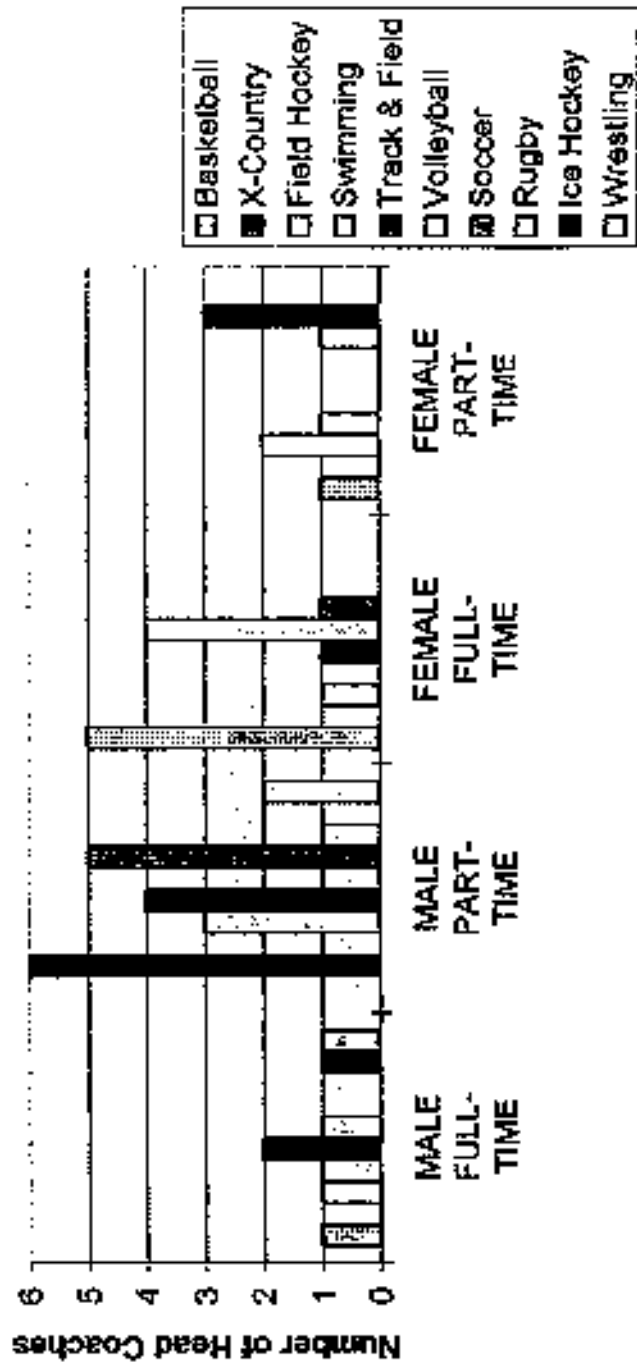


Figure 15.B

**SUMMARY OF C.I.A.U. HEAD COACHES BY SPORT
1998-99 CANADA WEST CONFERENCE
MEN'S PROGRAMS**

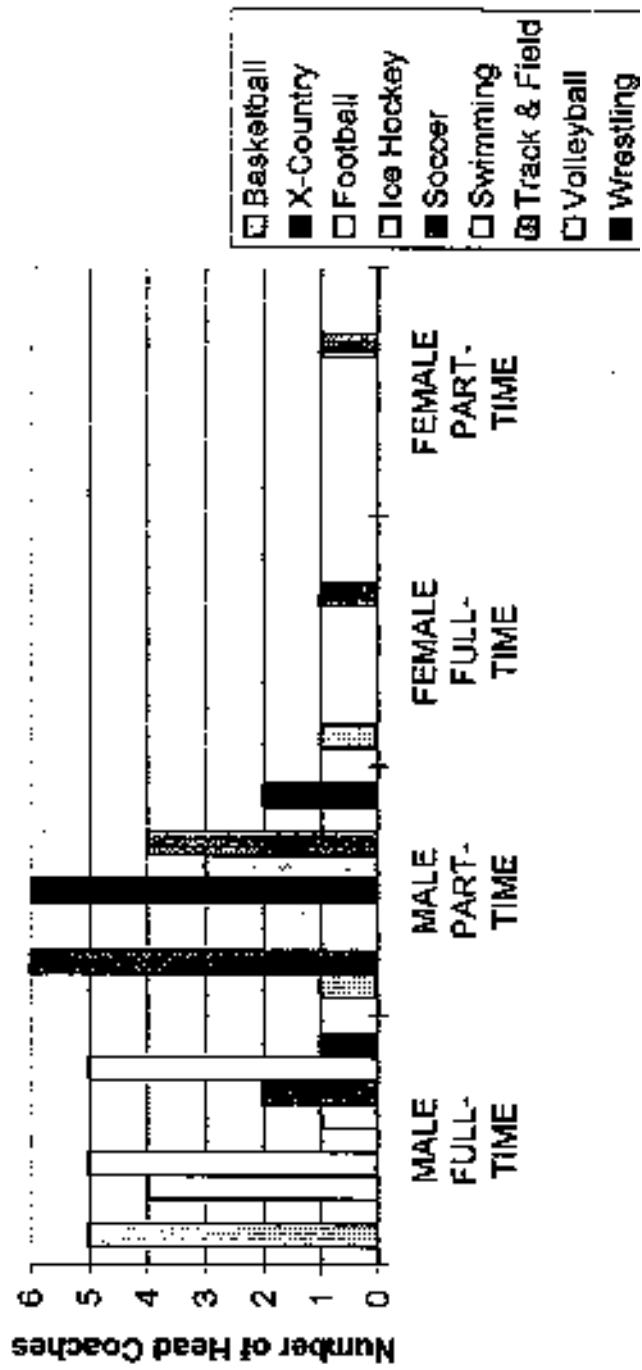


Table 16

National summary of C.I.A.U. Head Coaches by sport 1998-99**NATIONAL**

WOMEN'S PROGRAMS	MALE		FEMALE	
	Full-Time	Part-Time	Full-Time	Part-Time
Basketball	7	8	19	3
X-Country	5	27	2	0
Field Hockey	1	4	5	7
Swimming	14	15	0	1
Track & Field	8	14	5	2
Volleyball	10	12	12	3
Soccer	0	25	4	8
Rugby	0	12	1	10
Ice Hockey	2	7	1	12
Wrestling	4	10	0	1

MEN'S PROGRAMS	MALE		FEMALE	
	Full-Time	Part-Time	Full-Time	Part-Time
Basketball	30	6	1	-
X-Country	5	27	2	-
Football	23	1	-	-
Ice Hockey	19	9	-	-
Soccer	7	28	-	-
Swimming	15	15	-	1
Track & Field	8	14	4	2
Volleyball	14	11	1	-
Wrestling	5	11	-	-

The National totals may be inaccurate due to the fact that the following universities were not included in this year's data: UQAM, Nipissing, Acadia and Montreal.

Figure 16.A

**SUMMARY OF C.I.A.U. HEAD COACHES BY SPORT
1998-99 NATIONAL CONFERENCE
WOMEN'S PROGRAMS**

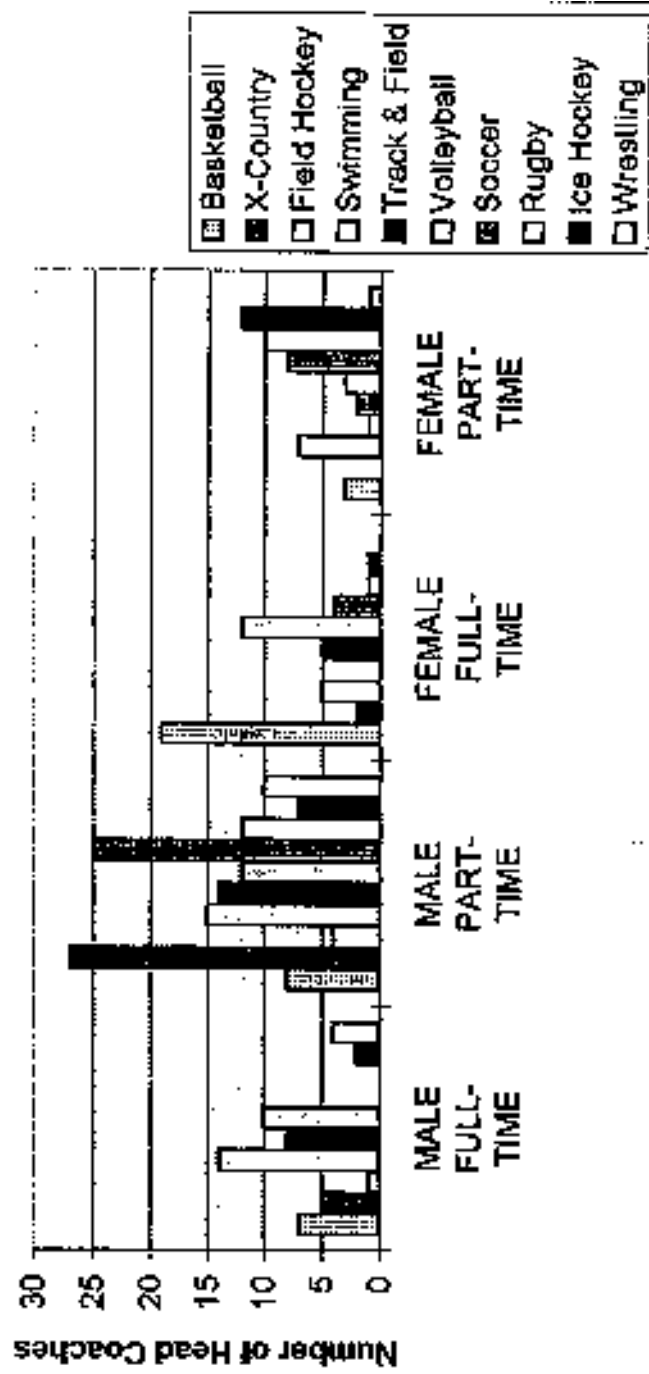


Figure 16.B

**SUMMARY OF C.I.A.U. HEAD COACHES BY SPORT
1998-99 NATIONAL CONFERENCE
MEN'S PROGRAMS**

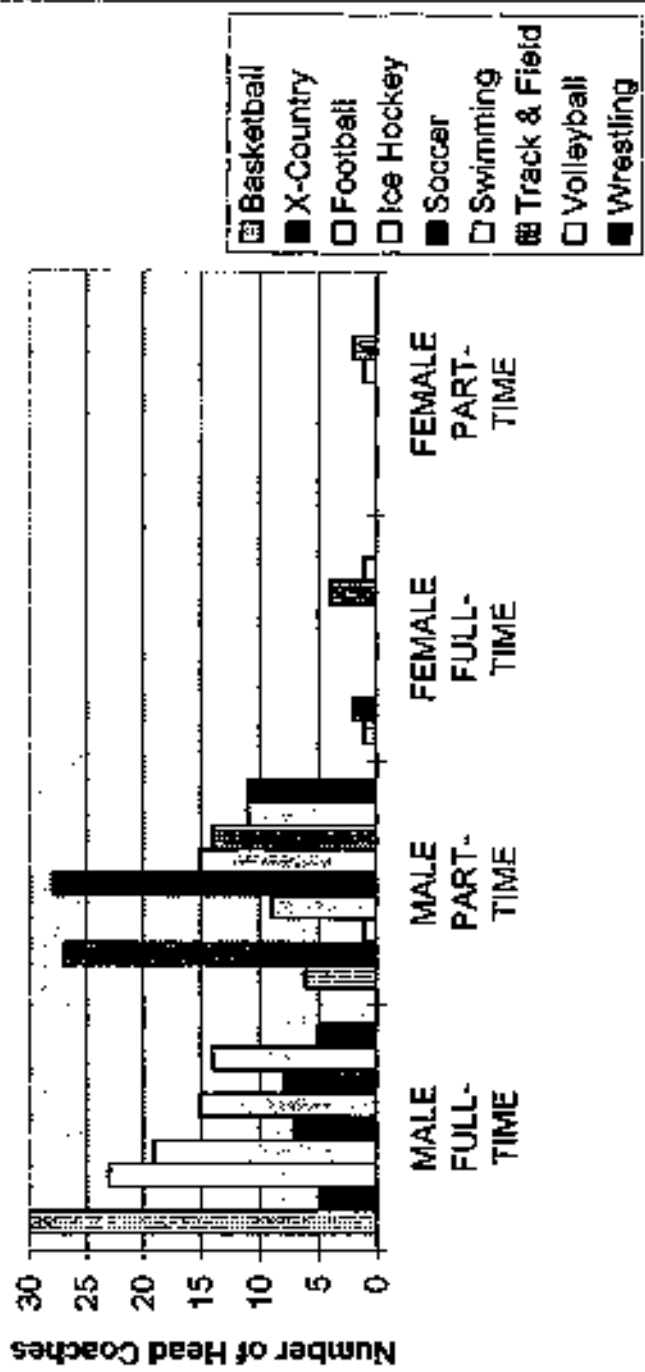


Table 17

**Summary National Salary Ranges
FEMALE Head Coaches by Sport
MEN'S PROGRAMS 1998-99**

SALARY	SPORT								
	M-BB	M-VB	M-SO	M-IH	M-FO	M-WR	M-SW	M-CC	M-TF
\$0 - \$999	-	-	-	-	-	-	-	-	-
\$1000 - \$4999	-	-	-	-	-	-	-	-	1
\$5000 - \$9999	-	-	-	-	-	-	-	-	1
\$10000 - \$14999	-	-	-	-	-	-	-	-	-
\$15000 - \$19999	-	-	-	-	-	-	1	-	-
\$20000 - \$24999	-	-	-	-	-	-	-	-	-
\$25000 - \$29999	-	-	-	-	-	-	-	-	-
\$30000 - 349999	-	-	-	-	-	-	-	1	2
\$35000 - \$39999	-	-	-	-	-	-	-	-	1
\$40000 - \$44999	-	1	-	-	-	-	-	1	1
\$45000 - \$49999	-	-	-	-	-	-	-	-	-
\$50000 +	1	-	-	-	-	-	-	-	-

The National totals may be inaccurate due to the fact that the following universities were not included in this year's data: UQAM, Nipissing, Acadia and Montreal.

Figure 17

**Summary Salary Ranges
FEMALE Head Coaches By Sport
MEN'S PROGRAMS 1998-99**

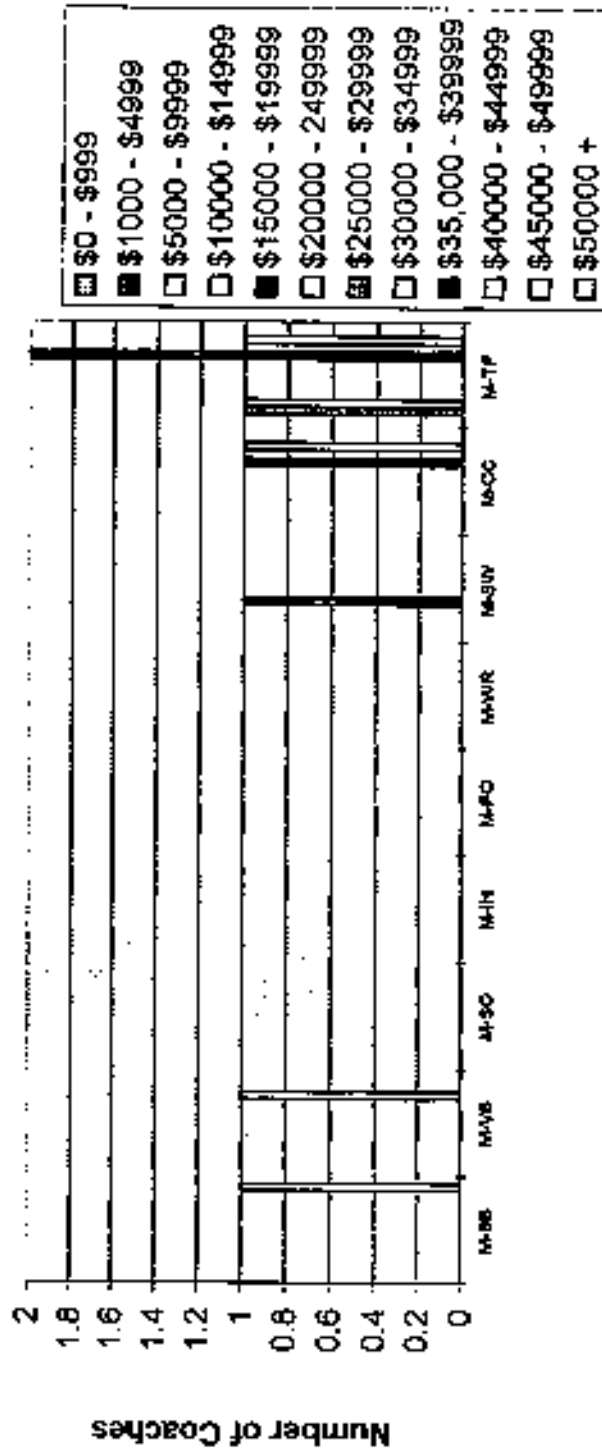


Table 18

**Summary National Salary Ranges
MALE Head Coaches by Sport
MEN'S PROGRAMS 1998-99**

SALARY	SPORT								
	M-BB	M-VB	M-SO	M-IH	M-FO	M-WR	M-SW	M-CC	M-TF
\$0 - \$999	-	-	2	-	2	3	3	3	2
\$1000 - \$4999	1	2	16	-	6	4	4	17	5
\$5000 - \$9999	3	9	7	-	-	4	4	3	3
\$10000 - \$14999	1	-	2	-	-	-	-	2	2
\$15000 - \$19000	-	1	-	-	2	3	3	-	-
\$20000 - \$24999	-	0	-	-	1	2	2	2	1
\$25000 - \$29999	1	1	1	-	-	1	1	-	-
\$30000 - 349999	3	2	-	-	-	1	1	-	1
\$35000 - \$39999	6	2	1	1	1	1	1	1	1
\$40000 - \$44999	3	-	1	4	1	3	3	1	4
\$45000 - \$49999	6	3	-	3	1	1	1	-	-
\$50000 +	13	7	4	16	1	6	6	3	5

The National totals may be inaccurate due to the fact that the following universities were not included in this year's data: UQAM, Nipissing, Acadia and Montreal.

Figure 18

**Summary National Salary Ranges
MALE Head Coaches By Sport
MEN'S PROGRAMS 1998-99**

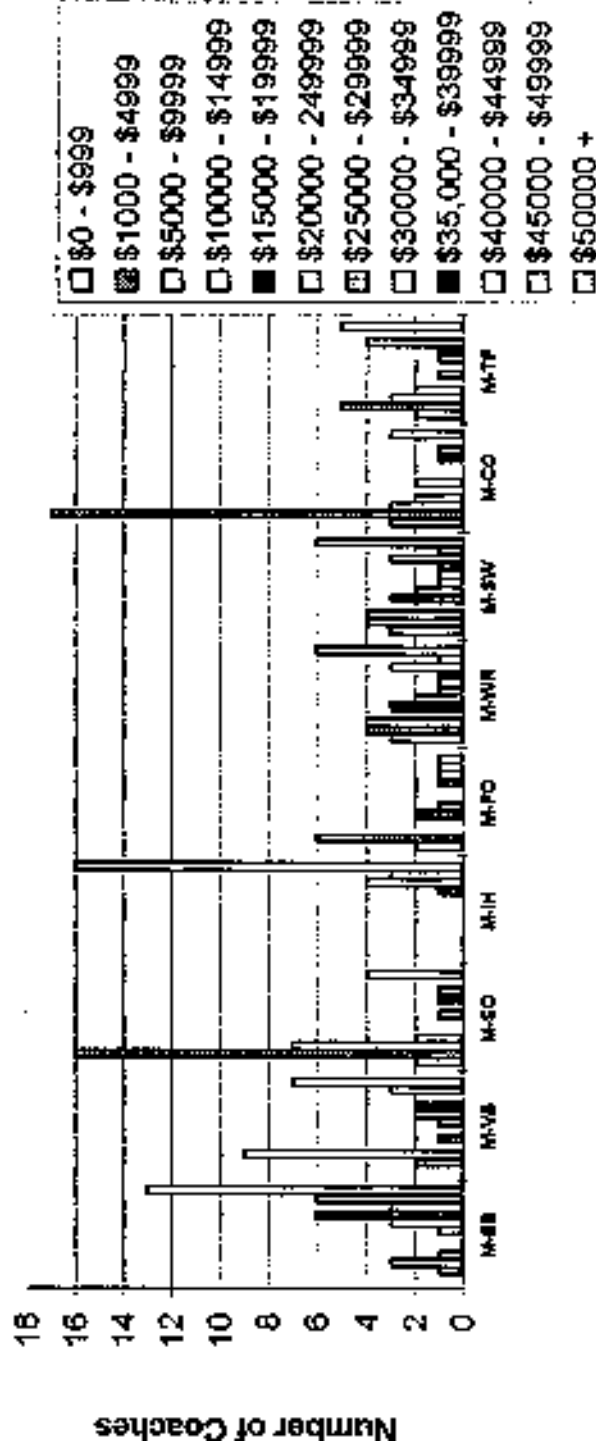


Table 19

**Summary National Salary Ranges
MALE Head Coaches by Sport
WOMEN'S PROGRAMS 1998-99**

SALARY	SPORT									
	W-BB	W-VB	W-SO	W-FH	W-SW	W-CC	W-TF	W-IH	W-WR	W-RU
\$0 - \$999	-	-	2	1	3	3	3	4	2	4
\$1000 - \$4999	1	1	12	1	4	18	5	2	5	6
\$5000 - \$9999	3	6	9	1	4	2	3	3	-	-
\$10000 - \$14999	2	3	-	-	-	2	2	1	-	-
\$15000 - \$19999	2	-	-	-	3	-	-	-	2	-
\$20000 - \$24999	-	-	-	-	2	2	1	-	1	-
\$25000 - \$29999	2	1	1	-	1	-	-	-	-	-
\$30000 - 349999	-	2	-	-	1	-	-	1	-	-
\$35000 - \$39999	1	3	1	1	1	1	1	-	1	-
\$40000 - \$44999	2	1	-	-	3	1	2	1	-	-
\$45000 - \$49999	1	4	-	-	1	-	-	-	1	-
\$50000 +	1	1	1	-	6	3	5	-	1	-

The National totals may be inaccurate due to the fact that the following universities were not included in this year's data: UQAM, Nipissing, Acadia and Montreal.

Figure 19

**Summary National Salary Ranges
MALE Head Coaches By Sport
WOMEN'S PROGRAMS 1998-99**

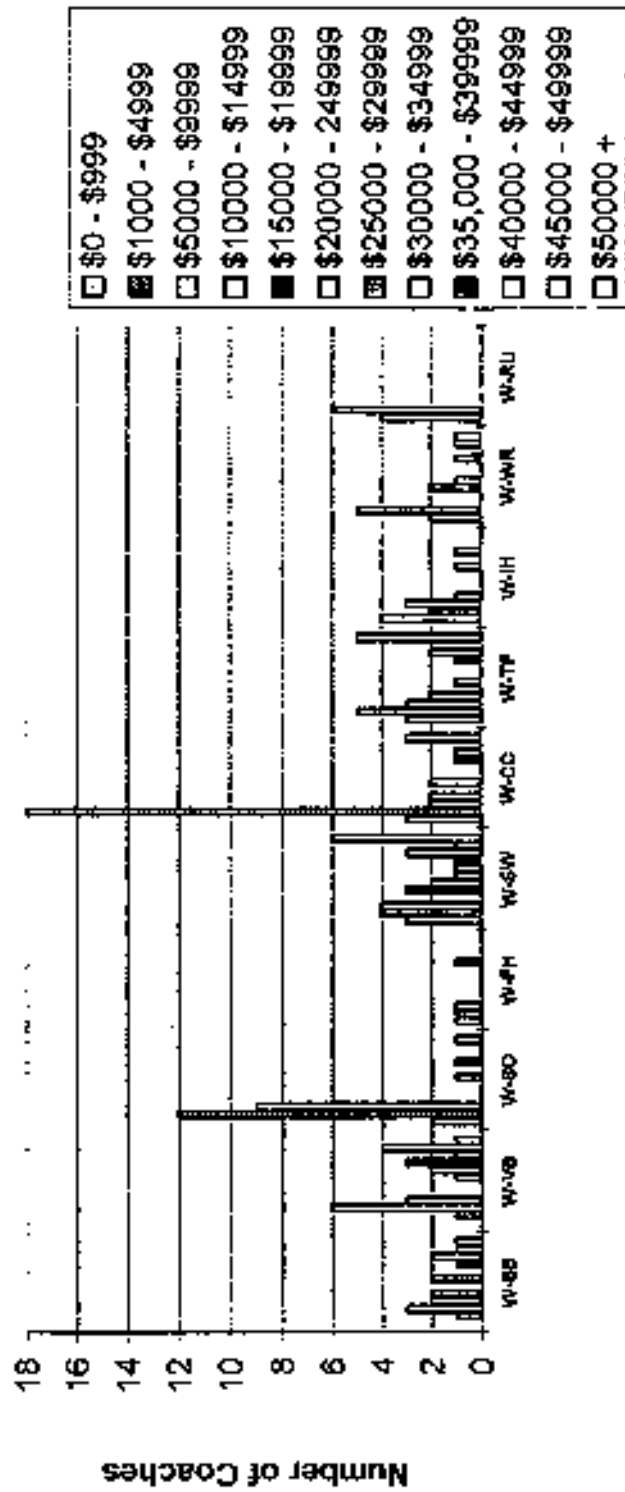


Table 20

**Summary National Salary Ranges
FEMALE Head Coaches by Sport
WOMEN'S PROGRAMS 1998-99**

SALARY	SPORT									
	W-BB	W-VB	W-SO	W-FH	W-SW	W-CC	W-TF	W-IH	W-WR	W-RU
\$0 - \$999	-	-	-	1	-	-	-	3	-	4
\$1000 - \$4999	-	1	7	4	-	-	1	3	1	5
\$5000 - \$9999	1	2	2	-	-	-	1	5	-	1
\$10000 - \$14999	-	-	-	1	-	-	-	-	-	-
\$15000 - \$19999	-	1	-	-	1	-	-	-	-	1
\$20000 - \$24999	-	-	1	-	-	-	1	-	-	-
\$25000 - \$29999	-	1	-	-	-	-	-	-	-	-
\$30000 - 349999	2	2	-	-	-	-	1	-	-	-
\$35000 - \$39999	3	1	2	1	-	1	2	-	-	-
\$40000 - \$44999	5	4	-	2	-	-	1	1	-	-
\$45000 - \$49999	5	-	-	1	-	1	1	1	-	-
\$50000 +	6	3	1	2	-	-	-	-	-	-

The National totals may be inaccurate due to the fact that the following universities were not included in this year's data: UQAM, Nipissing, Acadia and Montreal.

Figure 20

**Summary National Salary Ranges
FEMALE Head Coaches By Sport
WOMEN'S PROGRAMS 1998-99**

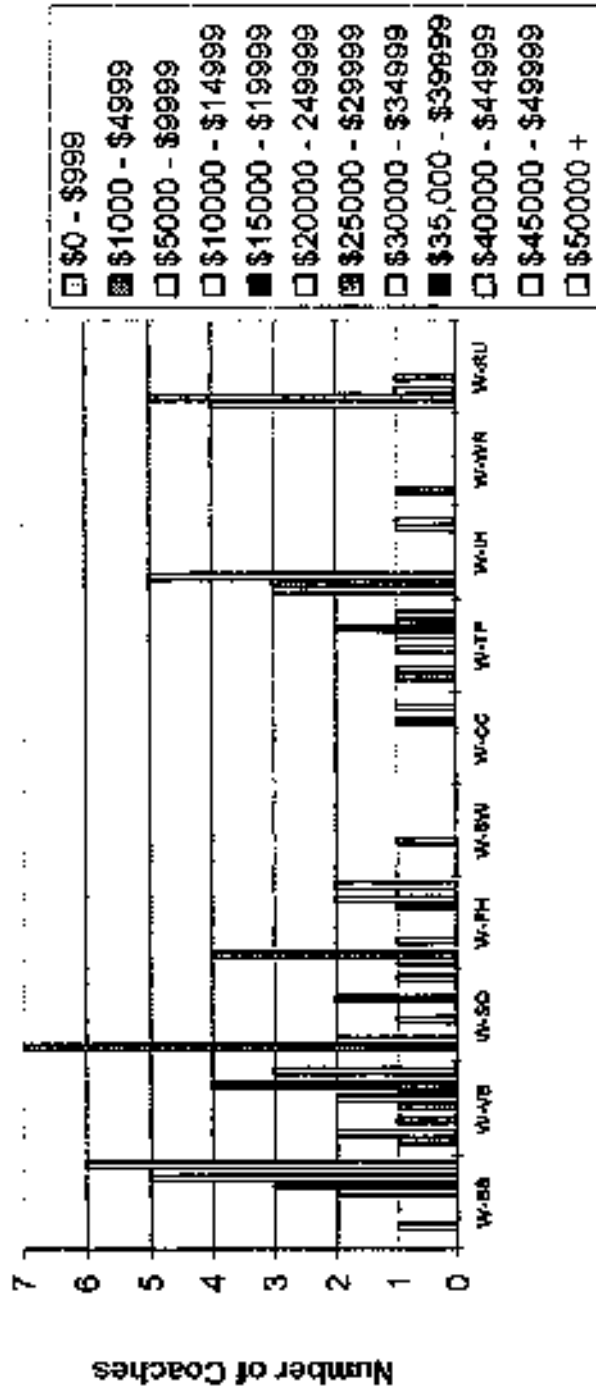


Table 21

Summary Salary Ranges
MALE Head Coaches by Conference and Nationally
MEN'S PROGRAMS 1998-99

SALARY	CONFERENCE					
	AUAA	QSSF	QUAA	GPAC	CWUAA	NAT.
\$0 - \$999	-	-	7	2	2	11
\$1000 - \$4999	14	11	21	-	6	52
\$5000 - \$9999	8	3	10	-	5	26
\$10000 - \$14999	5	1	6	-	1	13
\$15000 - \$19999	-	-	3	1	3	7
\$20000 - \$24999	1	-	5	2	-	8
\$25000 - \$29999	1	1	-	2	2	6
\$30000 - 349999	-	4	2	-	1	7
\$35000 - \$39999	2	3	10	-	2	17
\$40000 - \$44999	5	3	4	1	7	20
\$45000 - \$49999	5	1	6	4	2	18
\$50000 +	3	6	31	5	15	60

The National totals may be inaccurate due to the fact that the following universities were not included in this year's data: UQAM, Nipissing, Acadia and Montreal.

Figure 21

**Summary Salary Ranges
MALE Head Coaches By Conference and Nationally
MEN'S PROGRAMS 1998-99**

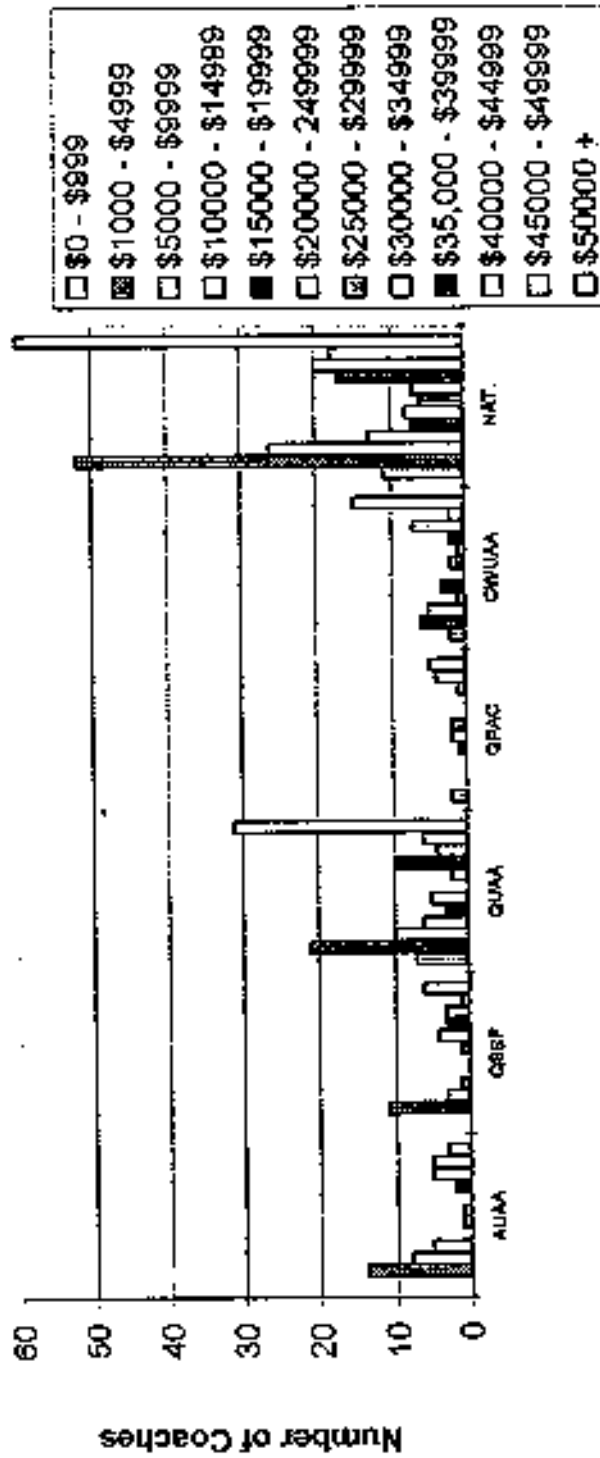


Table 22

Summary Salary Ranges
FEMALE Head Coaches by Conference and Nationally
MEN'S PROGRAMS 1998-99

SALARY	CONFERENCE					
	AUAA	QSSF	QUAA	GPAC	CWUAA	NAT.
\$0 - \$999	-	-	-	-	-	-
\$1000 - \$4999	1	-	-	-	-	1
\$5000 - \$9999	-	1	-	-	-	1
\$10000 - \$14999	-	-	-	-	-	-
\$15000 - \$19999	-	-	-	-	1	1
\$20000 - \$24999	-	-	-	-	-	-
\$25000 - \$29999	-	-	-	-	-	-
\$30000 - 349999	-	-	-	-	-	-
\$35000 - \$39999	-	-	2	-	1	3
\$40000 - \$44999	-	-	2	-	-	2
\$45000 - \$49999	-	-	2	-	-	2
\$50000 +	-	-	-	-	1	1

The National totals may be inaccurate due to the fact that the following universities were not included in this year's data: UQAM, Nipissing, Acadia and Montreal.

Figure 22

**Summary Salary Ranges
FEMALE Head Coaches By Conference and Nationally
MEN'S PROGRAMS 1998-99**

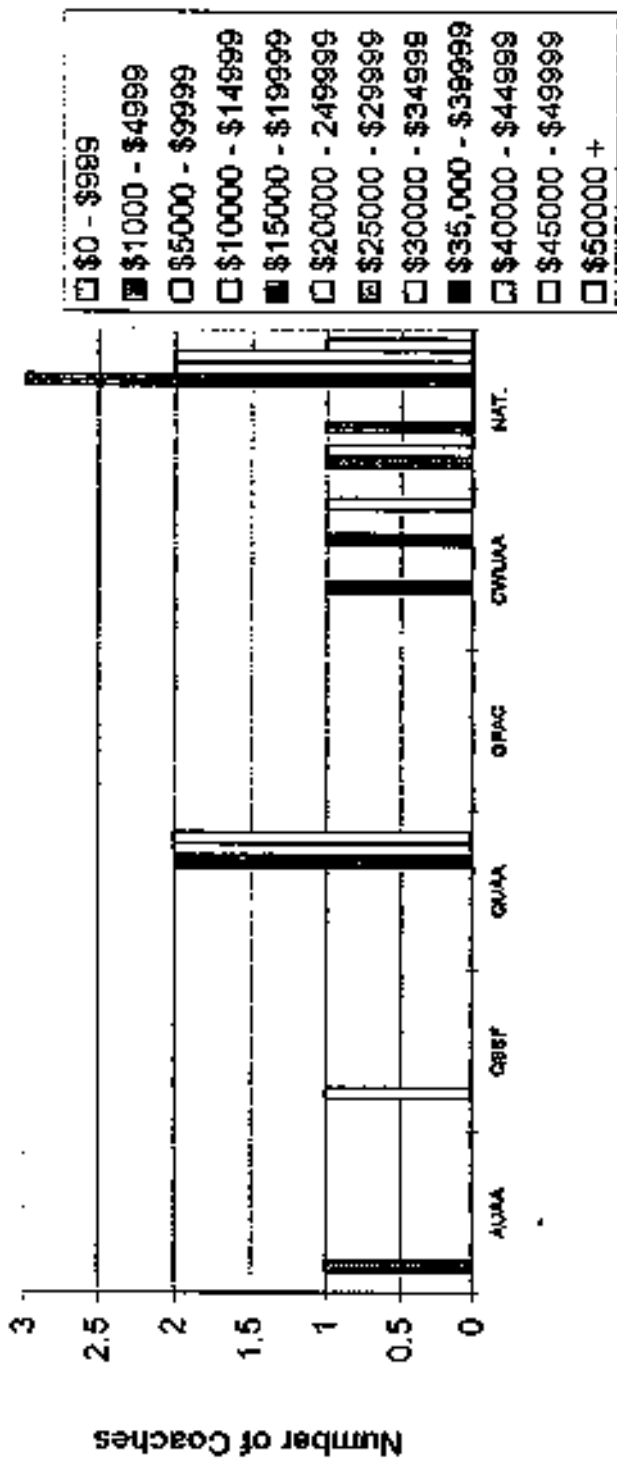


Table 23

Summary Salary Ranges
FEMALE Head Coaches by Conference and Nationally
WOMEN'S PROGRAMS 1998-99

SALARY	CONFERENCE					
	AUAA	QSSF	QUAA	GPAC	CWUAA	NAT.
\$0 - \$999	3	-	4	-	2	9
\$1000 - \$4999	5	5	12	-	-	22
\$5000 - \$9999	3	2	3	1	3	12
\$10000 - \$14999	-	-	-	-	1	1
\$15000 - \$19999	1	-	1	-	1	3
\$20000 - \$24999	1	-	-	-	-	1
\$25000 - \$29999	-	1	-	-	-	1
\$30000 - 349999	1	1	3	-	-	5
\$35000 - \$39999	2	1	3	-	3	9
\$40000 - \$44999	1	-	4	2	5	12
\$45000 - \$49999	4	-	5	-	-	9
\$50000 +	-	-	5	1	6	13

The National totals may be inaccurate due to the fact that the following universities were not included in this year's data: UQAM, Nipissing, Acadia and Montreal.

Figure 23

**Summary Salary Ranges
FEMALE Head Coaches By Conference and Nationally
WOMEN'S PROGRAMS 1998-99**

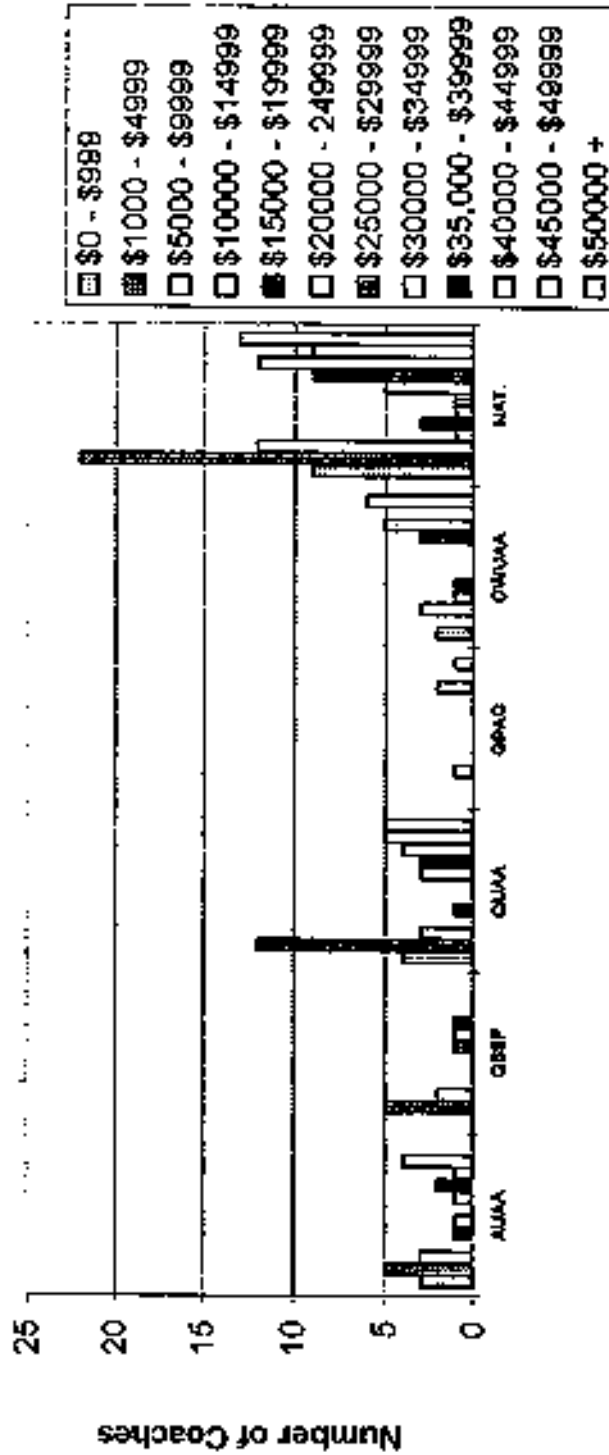


Table 24

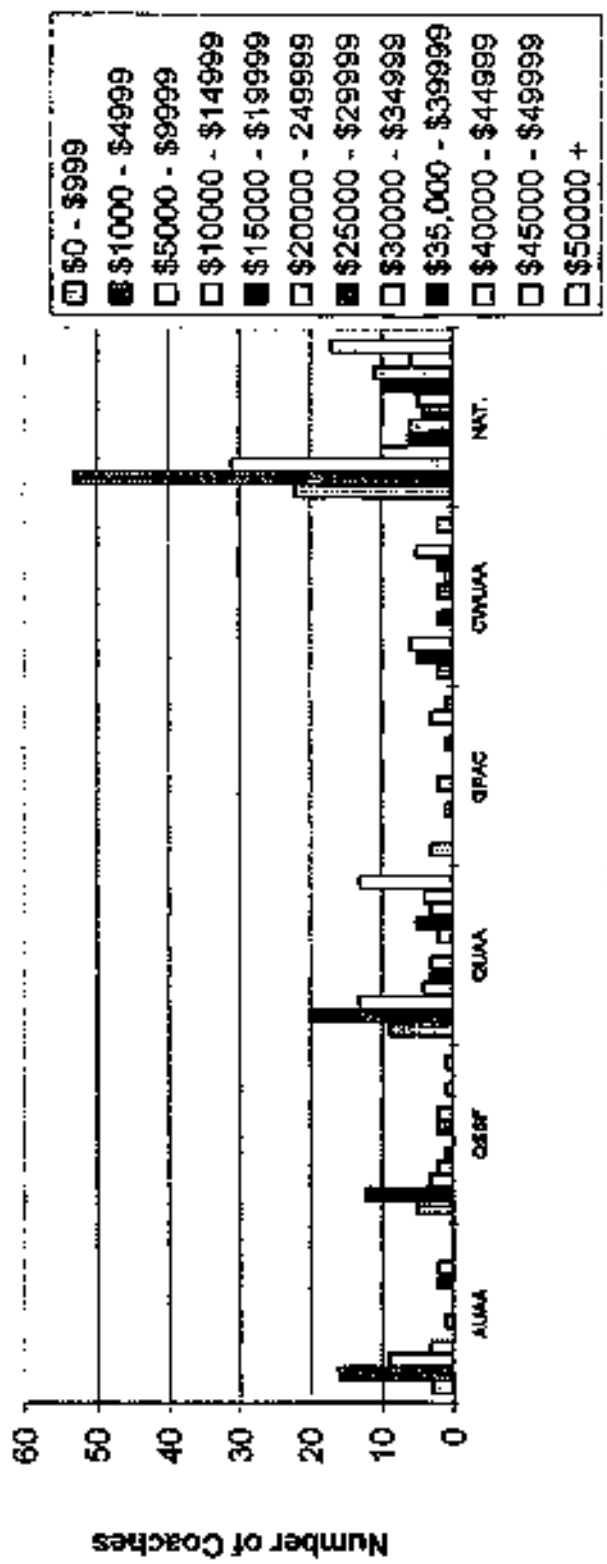
Summary Salary Ranges
MALE Head Coaches by Conference and Nationally
WOMEN'S PROGRAMS 1998-99

SALARY	CONFERENCE					
	AUAA	QSSF	QUAA	GPAC	CWUAA	NAT.
\$0 - \$999	3	5	9	3	2	22
\$1000 - \$4999	16	12	20	-	5	53
\$5000 - \$9999	9	3	13	-	6	31
\$10000 - \$14999	3	2	4	1	-	10
\$15000 - \$19999	-	1	3	-	2	6
\$20000 - \$24999	1	-	3	2	-	6
\$25000 - \$29999	-	2	-	-	2	4
\$30000 - 349999	-	2	2	-	1	5
\$35000 - \$39999	2	-	5	1	2	10
\$40000 - \$44999	2	1	3	-	5	11
\$45000 - \$49999	-	-	4	3	-	6
\$50000 +	-	1	13	1	2	17

The National totals may be inaccurate due to the fact that the following universities were not included in this year's data: UQAM, Nipissing, Acadia and Montreal.

Figure 24

**Summary Salary Ranges
MALE Head Coaches By Conference and Nationally
WOMEN'S PROGRAMS 1998-99**



RECOMMENDATIONS

- Recommendation 1:** That all schools abide by the questionnaire return deadline. Some questionnaires were 2 months late which makes it extremely difficult and time consuming to the researcher.
- Recommendation 2:** All questionnaires should be proofread before being sent to the researcher. Unanswered questions pose a serious problem on completing this study on time. Quality time should be spent on filling out the study.
- Recommendation 3:** That the C.I.A.U. continue to strive for gender equality in all spectrums of university sport.

PENDIX A

C.I.A.U. UNIVERSITIES

Atlantic Conference (AUAA)

Cape Breton
Dalhousie
Memorial
Moncton
Mount Allison
New Brunswick
U.P.E.I.
St. Francis Xavier
St. Mary's
St. Thomas

Ontario Conferences (OUA)

R.M.C.
Ryerson
Toronto
Trent
Waterloo
Western Ontario
Wilfrid Laurier
Windsor
York

Quebec Conference (QSSF)

Bishop's
Concordia
Laval
McGill
Trois Rivieres
Sherbrooke
UQAM
UQTR

Great Plains Conference (GPAC)

Brandon
Manitoba
Regina
Winnipeg

Ontario Conferences (OUA)

Brock
Carleton
Guelph
Lakehead
Laurentian
McMaster
Ottawa
Queen's
Nipissing

Canada West (CWUAA)

Alberta
British Columbia
Calgary
Lethbridge
Saskatoon
Victoria
Trinity Western

