

Item: Board of Governors Minutes, February 1995
Call Number: Board of Governors Fonds UA-1, 54.4

Additional Notes:

This document is a compilation of Board of Governors minutes, staff matters and miscellaneous documents for February 1995. The documents have been ordered chronologically and made OCR for ease of searching. The original documents and additional materials for this year which have not yet been digitized can be found in the Dalhousie University Board of Governors fonds (UA-1) at the Dalhousie University Archives and Special Collections.

This document is a digital facsimile of the materials described above. It was digitized on 25 June 2012.

The original materials and additional materials which have not been digitized can be found in the Dalhousie University Archives and Special Collections using the call number referenced above.

In most cases, copyright is held by Dalhousie University. Some materials may be in the public domain or have copyright held by another party. It is your responsibility to ensure that you use all library materials in accordance with the Copyright Act of Canada. Please contact the Copyright Office if you have questions about copyright, fair dealing, and the public domain.

AGENDA
BOARD OF GOVERNORS
DALHOUSIE UNIVERSITY
Tuesday, February 21, 1995
University Hall, Macdonald Building

- 4:00 1. Approval of Agenda
2. Minutes of Board Meeting of January 18, 1995
(enclosure)
3. President's Report (to be distributed at the meeting)
- 4:10 **Presentation**
4. The Challenge of Communicating Dalhousie's Financial Achievements (Risley)
- 4:30 **Items for decision**
5. Report on the University President's Residence (enclosure) (Shaw)
6. Dalhousie's Response to NSCHE Review of Computer Science (enclosure) (Hobson)
7. Revised terms of reference for Ombudsperson (enclosure) (McKee)
8. Proposed M.Sc. Program in Physiotherapy (enclosure) (Hobson)
9. Nominating Committee recommendation regarding University of King's College representation on the Board of Governors (Piercey)
- 5:05 **Items for discussion**
10. Report of the Presidential Search Committee (enclosure) (Shaw)
11. Report of the Ad-Hoc Committee to discuss the Discriminatory Harassment issue (enclosure) (Crawford)
12. Rationalization (Hobson)
- NSCHE Forum on Higher Education
- other NSCHE campus consultations
- School of Education
- other aspects
- 6:00 13. Adjournment

Minutes of a meeting of the
Board of Governors held on Tuesday,
February 21, 1995 at 4:00 p.m. in
University Hall

Dalhousie University
Halifax, Nova Scotia

PRESENT:

Mr. Allan C. Shaw
 Chairperson
Mr. David J. Almon
Mr. Peter Bryson
Mr. James Connor
Mr. James S. Cowan
 Vice-Chairperson
Mr. J. Dickson Crawford
Dr. Kenneth Dunn
Ms. Margaret Langley
Mr. Thomas E. G. Lynch

Ms. Bernadette Macdonald
Ms. Suzan MacLean
Hon. Jacqueline Matheson
Mr. Douglas W. Reid
Mr. John C. Risley
 Honorary Treasurer
Mrs. Patricia Roscoe
Mr. Kenneth C. Rowe
Miss Barbara Walker
 Vice-Chairperson

Also present were: Mr. George Piercey (immediate past Chairperson, Board of Governors); Dr. Deborah Hobson (Vice-President, Academic & Research); Mr. Bryan G. Mason (Vice-President, Finance & Administration); Mr. Eric A. McKee (Vice-President, Student Services); Mr. Henry E. Eberhardt (Vice-President, External); Professor Jennifer Bankier (President, Dalhousie Faculty Association); Mr. Brian C. Crocker (University Secretary & Legal Counsel); Ms. Julia Eastman (Co-ordinator of Policy Development); Mr. Brian D. Christie (Executive Director, Office of Institutional Affairs); Mr. Ian Nason (Director, Financial Services); Ms. Marilyn MacDonald (Director, Public Relations); Mr. W. L. Lord (Director, Physical Plant & Planning); Mr. Hal MacLean (Vice-President External, Dalhousie Student Union); Ms. Wendy McGuinness (Information Officer, Public Relations); and Ms. Joann Griffin (Secretary).

Regrets were received from Dr. Howard C. Clark, Mr. Fred S. Fountain, Ms. Lisa Lachance, Mrs. Ann Petley-Jones and Mrs. Carol D. Young.

The Chairperson called the meeting to order at 4:05 p.m.

Approval of Agenda

Board members approved the agenda as circulated along with the addition of two motions respecting committee memberships being brought forward from the Nominating Committee.

Minutes of Board Meeting of January 18, 1995

Mr. Cowan moved and Mrs. Roscoe seconded a motion THAT the Minutes of the Board of Governors meeting held on January 18, 1995 be approved as circulated. The motion carried.

President's Report

The President's Report was distributed at the meeting, a copy of which is attached to these minutes.

Presentation : The Challenge of Communicating Dalhousie's Financial Achievements

Mr. Risley began his presentation by drawing Board members' attention to some of the comments being made about Dalhousie that clearly show the Dalhousie debt myth is being used to undermine the credibility of our proposal for Metro university consolidation. He then reviewed the facts during which the following points were noted:

- Dalhousie's annual operating budget has produced \$2.5 million of cumulative operating surplus over the last ten years and for eight consecutive years, including the 1995-96 budget projection, we have had balanced budgets or surpluses.
- The gross operating revenue has experienced a growth of from less than \$40 million to just over \$140 million in the period 1974-75 to 1995-96.
- In the last ten years a \$40 million debt has been reduced to less than \$20 million and in 1985 a sinking fund was established which matures in the next decade and will provide another \$12-14 million leaving a \$5-7 million debt to be retired.
- Dalhousie's endowment fund now stands at \$146 million which is more than seven times the size of the current debt before account is taken of our sinking fund.

Mr. Risley distributed copies of a brochure produced by the Public Relations Office which succinctly conveys information about Dalhousie's exemplary financial management. He encouraged Board members to use every opportunity they could find to deliver the messages contained in the brochure.

In response to an inquiry from Mrs. Roscoe, Mr. Risley observed that Dalhousie's endowment fund is more than four times the size of the combined endowments of all other Metro universities the total of which is approximately \$34 million. In response to an inquiry from Mr. Reid about whether Dalhousie's endowment would be available to

other universities in the event of a merger, Mr. Mason commented that many of the endowments have very specific terms and that would depend very much upon what kind of merger occurred.

Items for decision

Report on the University President's Residence

Mr. Shaw commented that the Report from the Officers of the Board on the University President's Residence had been pre-distributed to Board members and he noted that the recommendation being presented was a unanimous one. He observed that in arriving at the recommendation the Officers had benefitted from the advice of many interested parties including comments made by Board members particularly when this matter was discussed during the review of the 5th Report of the Budget Advisory Committee at the September 1994 meeting of the Board. He noted that an effort had been made to ensure that the comments and observations which were received from a wide range of people were reflected in the Report.

Mr. Cowan moved and Miss Walker seconded a motion THAT, on the recommendation of the Officers of the Board, the University retain 1460 Oxford Street for the foreseeable future for use as a residence for the University's President and as the primary entertainment facility for members and friends of the Dalhousie community.

Mr. Cowan commented that this has been a sensitive issue which had been widely discussed with many individuals including the Presidential candidates. He noted that the BAC (Budget Advisory Committee) recommendation that the property be sold if "a reasonable purchase price" could be obtained recognized the symbolism of the house but the BAC also recognized that the existence of a University-provided residence impacted on the total compensation package to be provided to a President, and that if the residence were to be sold an appropriate reception and dining facility would have to be developed and maintained on the campus as a venue for required entertaining of visiting dignitaries, of members (alumni, faculty, staff and students) of the University community, and of friends and donors. He noted that the BAC recommendation was subsequently discussed by the Senior Academic Administrators Council and that by a large majority the group favoured retaining the property if it was used extensively to entertain members and friends of the University. He observed that the Senate Financial Planning Committee expressed the view that past expenditures could not be unmade, that realizing full or fair value in the current real estate market was unlikely, and that, if well used, the property could assist in diversifying the University's revenue sources at a time of diminishing government support.

Professor Bankier commented that the sentiment of employees is quite different and suggested that most of them gain nothing from the President's residence which they perhaps only are invited to when they are to receive their twenty-five year service award pin. She indicated that a decision to retain the residence would have a negative impact on employee morale and suggested that both the University Club and the Student Union Building are far more the social centres of the University than the President's residence.

Mr. Rowe inquired and it was confirmed that by retaining a residence for the President we were not doing any more than was customary across the country. Mr. Risley noted that we have benefitted from information about a cross-section of compensation packages and that while we are competitive we are certainly not at the high end of the scale. Mr. Mason indicated that he could not recall from surveys he knows about that there are any examples of a President paying rent but that having a residence provided is very much a taxable benefit.

Mr. Reid commented that from an alumni perspective retaining the President's residence is very important and he also stressed the need to use that facility to host students as well. He reminded Board members that the house had been gifted to the university and therefore we should use that asset and honor the provisions of the gift.

Referring to the interests of the university as a whole, Mr. Bryson suggested that the President's residence does serve the purposes of the university and that benefits everyone, even those who may oppose retaining the residence.

Mr. Connor suggested that the recommendation to retain the residence results in a status quo on the expenditure side and he indicated he would oppose the motion as he thought the priority should be to pay off the debt and sell non-essential assets including the President's residence and he suggested that were that to be done it would send a very clear message that the Board of Governors "means business".

Mr. Almon suggested that an essential component of the recommendation is that the President's residence be maintained for the "foreseeable future" and that it would be reasonable to allow a new President an opportunity to show that the residence will be effectively used, and then the matter could be revisited if it was deemed necessary to do so.

At this point the discussion concluded and the Chairperson called for a vote on the motion. The motion carried.

Board of Governors
February 21, 1995
Page Five

Dalhousie's response to NSCHE review of Computer Science

Mr. Shaw noted that Dalhousie's response to the NSCHE review of Computer Science which had been endorsed by Senate on February 13, 1995 had been pre-distributed to Board members.

Dr. Dunn moved and Mr. Risley seconded a motion THAT the Board of Governors approve Dalhousie's response to the NSCHE Review of Computer Science which was endorsed by Senate on February 13, 1995.

Dr. Hobson briefly reviewed the recommendations that had been contained in the Review Committee Report which had recommended that only Acadia and the Technical University of Nova Scotia should be allowed to offer degrees in computer science and also recommended the establishment of a consortium which would add a facility that could cost up to \$2 million. She observed that Dalhousie is proposing a consolidated School of Computer Science in Metro which could maximize resources without adding to costs and would also achieve the critical mass in terms of the size of the faculty that the Review Committee had recommended was desirable. She noted that the Dalhousie proposal would enable us to also reach out far more effectively to business and industry and that it was a constructive proposal that would enhance the quality of education. There being no questions, the Chairperson called for a vote on the motion. The motion carried.

Revised terms of reference for Ombudsperson

Mr. Shaw observed that the revised terms of reference for the Ombudsperson had been approved by Senate and they had been pre-distributed to Board members. Mr. Cowan moved and Dr. Dunn seconded a motion THAT the Board of Governors approve the revised terms of reference for the Ombudsperson as approved by Senate on December 12, 1994. The motion carried.

Proposed M.Sc. Program in Physiotherapy

Mr. Shaw noted that information on the proposed M.Sc. in Physiotherapy which had been approved by Senate had been pre-distributed to Board members. Mrs. Roscoe moved and Miss Walker seconded a motion THAT, on the recommendation of Senate, the Board of Governors approve the M.Sc. Program in Physiotherapy.

Dr. Hobson noted that this program was originally approved in an earlier format by the Dalhousie Senate in 1988, but could not be implemented because of the moratorium on new programs which moratorium has subsequently been lifted. She observed that

since 1988 the faculty qualifications and financial resources for this program have improved considerably and therefore the proposed program is now much stronger than it was when it originally received Senate approval. There being no questions, the Chairperson called for a vote on the motion. The motion carried.

Nominating Committee recommendations

Mr. George Piercey noted that at a meeting of the Nominating Committee on February 9, 1995 it was agreed to present a motion regarding representation on the Board of Governors from the University of King's College, which motion is the result of an accommodation reached between the Presidents of the two institutions that supports arrangements that have been in place for many years and recognizes the longstanding and unique association between Dalhousie and the University of King's College.

Mr. Piercey noted that two additional motions would also be presented at the conclusion of his Report to fill some existing committee vacancies. For the information of Board members he noted that the Nominating Committee is actively engaged in developing its recommendations with respect to Governor in Council appointments for 1995-96 which recommendations he expected would be brought to the Board for approval in the near future. He then referred to the recent resignation of Dr. Hare from the Board of Governors which had been noted with regret in the President's Report and he indicated that the Nominating Committee hoped to bring a recommendation regarding the appointment of a new Senate representative to the Board to the March 21, 1995 meeting.

Miss Walker moved and Mr. Risley seconded a motion THAT, on the recommendation of the Nominating Committee, in recognition of the longstanding and unique association between Dalhousie University and the University of King's College, Mr. Peter Bryson serve as a representative for the University of King's College for the duration of his term as a member of the Board of Governors. At the conclusion of his term, in consultation with the University of King's College, one of the fifteen Governor in Council appointments to the Board of Governors will be nominated to serve as the University of King's College representative on the Board, on the understanding that one member from Dalhousie's Board of Governors will be invited to sit on the Board of Governors of the University of King's College. The motion carried.

Miss Walker moved and Mr. Crawford seconded a motion THAT, on the recommendation of the Nominating Committee, Dr. Philip Belitsky be appointed to represent Senate on the Board of Governors' Investment Committee, Pension Trust Fund and the Dalhousie Retirees' Pension Fund. The motion carried.

Miss Walker moved and Mr. Reid seconded a motion THAT, on the recommendation of the Nominating Committee, Mr. James Connor be appointed to serve as a representative on the Governors' Awards Committee. The motion carried.

Items for discussion

Report of the Presidential Search Committee

Mr. Shaw recalled a motion passed by the Board of Governors at its meeting held on January 19, 1994 which stated that "the Presidential Search Committee consider, as they proceed with the Presidential Search, the rules and procedures under which Presidents of Dalhousie are selected and to report back to this Board following the search with recommendations on the method of selecting Presidents and any changes which they might recommend for future searches". He observed that the Report of the Presidential Search Committee on Process and Procedures had been pre-circulated and he noted that it contained various recommendations for changes and also confirmation of various existing procedures. He noted that the most greatly debated part of the process was whether the search should be open or confidential and that it was the view of the Search Committee that it is vitally important to allow for changing circumstances and not constrain the members of a future search committee by committing now to an approach that might not be appropriate or effective at the time another search is required which could be many years from now. He observed that increasing the size of the Search Committee to fourteen members was thought to have been a wise decision. He noted that the Senate had received the Report of the Presidential Search Committee recently, and he concluded his remarks by asking Board members to contribute their observations and suggestions.

Professor Bankier noted that she took issue with the figure suggesting that 85% of Presidential Searches in Canada were confidential and indicated that in Nova Scotia the majority of such searches are open. She referred to an incomplete survey of universities across Canada that the Dalhousie Faculty Association is conducting which supports her view that the 85% figure is inaccurate. She noted that CAUT (Canadian Association of University Teachers) has passed a motion saying searches should be open and she recommended that the issue of open versus confidential should be settled earlier in the process at the time of the next search. She suggested that if the search that has just been completed is successful it is in spite of rather than because the process worked well.

Mr. Shaw suggested that the committee had been satisfied that the 85% figure used in its Report was correct but he acknowledged that such figures move up and down depending upon the time period surveyed. He stressed that the search committee

had been very concerned about having a good pool of qualified candidates and the committee was convinced we would not have had the same strong pool we had if the search had been an open one.

Mr. Cowan noted that on this and the previous Presidential Search Committee which he had also served on, the overall aim had been to find the best possible person available for the job and that it is important that it be understood that is the primary function of the committee. He recommended that the next search committee should be carefully selected and then given the freedom to select the process that it believes will achieve the objective of securing the best possible individual.

Professor Bankier observed that there are many different views about what makes a good President but a fundamental commitment to openness is essential and she expressed doubt that democracy and participation will ever be outdated.

Report of the Ad-Hoc Committee to discuss the Discriminatory Harassment issue

Mr. Shaw noted that the Report of the Ad-Hoc Committee to discuss the Discriminatory Harassment issue had been pre-distributed to Board members, and he also noted that it was tabled at Senate on February 13, 1994. He then called upon Mr. Crawford, who had been a member of that committee, to speak to the report.

Mr. Crawford acknowledged the presence of Mr. Hal MacLean who had also served as a member of the committee. He then explained that the committee had dealt with the matter as a process issue and that the committee did not ever discuss substance or whether members of the committee were for or against the discriminatory harassment policy considered by the Board in March 1994. He noted that the committee members were unanimous that they were uncomfortable with how the Board had dealt with the proposed policy last March as it displayed a crispness that did not do justice to the depth of emotion and feeling throughout the university experienced by people for and against the proposed policy. He commented that the Board had not been well versed in the issue because they are not daily members of the Dalhousie community and suggested that a more careful approach in introducing the subject to the Board would have been warranted with plans having been made for more than one opportunity for the Board to consider the matter. He observed that there appears to be no formal body of evidence that is easily accessible.

Mr. Crawford referred to the options presented in the Report of the committee and noted the committee's preferred option would be to implement (with Senate concurrence) the educational sections of the recommendations which would be accompanied by a commitment to collect data and evidence on harassment issues and

reintroduce consideration of the mediation sections of the recommendations at a specified future date, say two years, by which time the mediation section would be improved by the experiences and learning that occurred during the educational phase implementation.

Professor Bankier observed that some of the body of evidence that is needed has been gathered through the work of the Employee Morale Committee. She suggested we should be looking at a general anti-discrimination policy that could draw upon the jurisprudence under the human rights code, and that we urgently need a mediator who can act as a translator and a bridge builder. She commented that there is a very real problem that will not go away, agreed that it is important to educate the Board, and cautioned that how data is to be collected must be well thought through. With respect to the possible appointment of a Board member who is a lawyer to monitor the collected data and make recommendations on a mediation process that is legally and ethically sound, she noted the need for expertise in mediation, and expressed a preference for having two lawyers at least one of whom would be a member of one of the equity target groups.

Dr. Dunn acknowledged the usefulness of an educational process but noted that real discriminatory harassment cases are coming forward that we do not know how to deal with. In response to his inquiry about what would next happen, Mr. Shaw indicated that it would be useful to have some reactions from Senate and then the matter should be again placed on the agenda for the Board within a month or two.

Mr. McKee observed that there is a sense of urgency now and we need to do more than engage in an information gathering exercise.

Mr. Crawford concluded the discussion by noting that the ad-hoc committee's report was intended to present ideas for an implementation committee which will have to deal substantively with the issue and the current situation on the campus.

Rationalization

In Dr. Clark's absence, Mr. Shaw called upon Dr. Hobson to provide an update on rationalization activities.

With respect to the **School of Education** Dr. Hobson noted that through early retirement, negotiated separations and redeployment in other Faculties at Dalhousie, seven faculty members are out of the hiring pool which means there will now be eight people in the hiring pool for fifteen positions at Mount Saint Vincent University but there are still some outstanding issues about hiring practices to be resolved before any

positions will be filled. She noted that the School of Education has decided not to take any new students into its education programs next year, but that actual closure of the School would have to be decided upon by Senate. Dr. Dunn commented that substantial changes will occur to some people's careers very shortly and he inquired about the time table for the hiring process. Dr. Hobson noted that is under active discussion and will be resolved shortly.

Dr. Hobson announced that an open meeting will be held at 5:00 p.m. on February 22, 1995 in University Hall for a debriefing on the **NSCHE Forum on Higher Education** which was held from February 17 to 19, 1995. She then asked for feedback from Board members who had attended the Forum.

Mr. Reid commented that he found the presentations to be good but was concerned by the amount of animosity that he felt towards Dalhousie and regretted that the Partnership model proposed by Mount Saint Vincent University, Saint Mary's University, the Nova Scotia College of Art and Design, and the Atlantic School of Theology was considered more fully than the Dalhousie Metro merger model. He also noted that the media's portrayal of the Dalhousie model as a takeover model was disheartening.

Mr. McKee commented that the plenary sessions were useful but suggested that the timing for the Forum was all wrong in that it should have occurred two years ago.

Dr. Hobson observed that there was a wealth of expertise about educational restructuring available at the Forum that we should be taking advantage of and she suggested that what was now needed was an external facilitator to get everyone beyond the current impasse. She commented that people have become enormously tired of the process and the uncertainty and want closure. She noted that, at the unit level, there appears to be a strong will to collaborate.

Mr. Shaw suggested that some useful things came out of the session and particularly noted that the Forum provided an opportunity for the Minister to stress the economic necessity of change and he was able to leave no doubt about his resolve to have that happen.

Mr. Rowe observed that the various institutions are in a survival mode, that there is no middle ground and that the only resolution is for government to make decisions about the future of higher education in the province.

Board of Governors
February 21, 1995
Page Eleven

Mr. Cowan noted that Dalhousie has been a target of the press and media but now there is a cynicism about what the proponents of the Partnership model have done which is being seen as a last ditch effort to maintain the status quo.

Mr. Bryson noted that he feels a sense of unease about the process in general and shares Mr. Reid's concern about the sense of animosity towards Dalhousie. He commented that we are a big and easy target for the government to hit in their effort to save money and suggested we may need a plan other than the merger model. He also suggested that there is a need for Dalhousie to now be more aggressive.

In response to an inquiry from Ms. Macdonald it was noted that of the approximately \$26 million savings that the government is seeking, Dalhousie's share would be \$15 million.

Professor Bankier reinforced comments that Mr. Cowan had made about cynicism and suggested that a greater effort needed to be made to promote a college model.

Adjournment

At 5:45 p.m. the meeting adjourned with Board members being asked to remain for a brief *in-camera* session.

Mrs. Ann Petley-Jones
Honorary Secretary

Mr. Allan C. Shaw
Chairperson

Attachment: 1) President's Report



Dalhousie University
Board of Governors
Report of the President
21 February 1995

1. Funding

There is considerable apprehension in universities about the federal budget expected shortly. The commonly held view is that it may well announce that EPF transfers for Health and Post-Secondary Education will be replaced commencing in 1996/97 with a single block transfer to provinces to cover Health, Post-Secondary Education and Social Assistance. It is feared that the total transfer will be reduced by \$3-5 billion, and that, with the priority that most provinces will place on Health and Social Assistance, most of the reduction will be borne in PSE funding. This would be without an Income Contingent Loan Repayment scheme and hence with little ability for the universities to increase fees.

Similarly, although NSERC has recently announced the termination of a number of programs following a priority-setting exercise, it has now launched into a second review in anticipation of a further reduction in its budget.

2. Integrity in Research

Some months ago, the three granting councils advised all universities that each was expected to provide to the councils by June 30, 1995, an approved policy on research ethics. As I have reported previously, Dr. Hobson and Dr. Fournier have been asked to develop such a statement. A first draft was discussed with the Deans last Friday and it is expected that a revised version will be more widely available for discussion shortly.

3. Rationalization

(a) Education

Responses to the government-approved early retirement-negotiated separation options indicate that at Dalhousie four faculty members have opted for early retirement and one for negotiated separation. Of seventeen faculty members in the School of Education, two hold positions elsewhere in the university, two have been offered positions by other Dalhousie faculties, and five have opted for early retirement/negotiated separation. The remaining eight faculty members will be in the pool for new positions at Mount St. Vincent and Acadia. It should be noted that the total pool is far less than the total number of positions available.

(b) The NSCHE Public Forum was held February 17, 18 and 19, and Dr. Hobson will be reporting in detail on it.

(c) The newly formed (by amalgamation) Metropolitan Halifax Chamber of Commerce has established a four-person sub-committee to recommend to the Chamber, a position on rationalization.

4. Alumni receptions are being held this week in Bermuda and in New York.

5. I regret to inform the Board that Dr. W.F. Hare of the School of Education has submitted his resignation as a member of the Board.

DALHOUSIE UNIVERSITY
BOARD OF GOVERNORS

Schedule of Meetings for 1995-96

Note: Meetings of the Board of Governors will ordinarily commence at 4:00 p.m. and will be held in University Hall, Macdonald Building, unless otherwise advised.* All meetings are open except for "in camera" portions of the meeting. Board members will receive agenda and documents in advance of all scheduled meetings.

Tuesday, September 19, 1995

Tuesday, October 17, 1995

Tuesday, November 14, 1995

Tuesday, December 12, 1995

Wednesday, January 17, 1996

Tuesday, February 20, 1996

Tuesday, March 19, 1996

Tuesday, April 16, 1996

Tuesday, May 14, 1996

Tuesday, June 18, 1996

* Admission to persons who are not Board members or resource persons will be subject to the availability of passes issued on a first-come first-served basis. Passes may be obtained from the Receptionist in the President's Office at any time during regular office hours in the week preceding each meeting.

Approved by BOG
January 18, 1995