

Administrative Curriculum Vitae
Wendy Rheault, PhD, FASAHP, FNAP
Interim President, Rosalind Franklin University

Executive Profile

- Visionary academic leader with more than 35 years of experience in multiple higher education and administrative roles.
- Committed to mentorship, talent development and cultural transformations that advance institutional mission.
- Faithful and vocal advocate for interprofessional education and empowering the next generation of healthcare providers to transform the healthcare delivery system.

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Education

Doctor of Philosophy

Education: Measurement, Evaluation and Statistical Analysis
University of Chicago

Master of Arts

Curriculum and Instruction
University of Chicago

Bachelor of Science

Physical Therapy
Queen's University
Kingston, Ontario, Canada

Licensure and Certification

Board Certified in *Lifestyle Medicine*, 2017
Physical Therapy Licensure- Illinois 070.003830

Faculty Appointments

Rosalind Franklin University (previously University of Health Sciences or Finch University):

Professor of Physical Therapy with tenure (1999 to present)

Professor of Physical Therapy (1989 to present)

Associate Professor of Physical Therapy (1983-1989)

Assistant Professor of Physical Therapy (1981-1983)

Administrative Appointments

Rosalind Franklin University (previously University of Health Sciences or Finch University):

Interim President (January 2019 to present)
Provost (2014 to 2019)
Vice President of Academic Affairs (2008-2014)
Dean, College of Health Professions (2003-2014)
Interim Dean, School of Related Health Sciences (2002-2003)
Associate Dean, School of Related Health Sciences (1993-2002)
Chair, Department of Physical Therapy (1983-1993)

National Prominence and Service

- Served on two Institute of Medicine Committees:
 - Continuing Education in the Health Professions
 - Outcome: Publication- *Redesigning Continuing Education in the Health Professions*
 - Standing Committee on Credentialing Research in Nursing
- Visiting Professor, Mayo Clinic
 - Outcome: Designed and trained Mayo Deans and Associate Deans on Interprofessional Education
- Distinguished Fellow, National Academies of Practice for significant contributions to medical and health practice- 2015
- Fellow, Association of Schools of Allied Health Professions for leadership in Allied Health- 2011
- Past member of Board of Healthcare Foundation of Northern Lake County
- Current member of Board of Lake County Partners

Administrative Achievements

1. Program Development

- a. *Drove the largest growth of new programs and enrollment in university history, more than tripling the number of students in the College of Health Professions.*
- b. *Oversaw the development of a portfolio of programs which were the foundational elements of the university's commitment to interprofessional education, a team-based approach that improves quality and safety in the health care system.*

Programs Developed as Associate Dean of College of Health Professions

Doctor of Physical Therapy- Led the vision for the development of the curriculum for the first DPT in Illinois and the 5th in the nation.

Master of Science in Physician Assistant Studies- Tasked with development of the Physician Assistant Program; served as Interim Chair of the PA program and oversaw

successful accreditation. Currently one of the strongest programs in CHP as it enters its second decade.

Programs Developed as Dean of College of Health Professions

Pathologists' Assistant Program- As Interim Dean of CHP, advocated with the accreditors and lead the Pathologists' Assistant program successfully through their accreditation issues. Accreditation has been continuously re-affirmed since then.

Nurse Anesthesia Program- Personally wrote and received a grant from the AANA to develop the Nurse Anesthesia program. Developed the curriculum and other materials and received formal approvals from the Illinois Board of Higher Education (IBHE), the Higher Learning Commission (HLC) and Nurse Anesthesia accreditors.

Master of Science in Health Administration- Transitioned the MS in Health Risk Management to MS in Health Administration; resulted in a 10-fold increase in enrollment.

Master of Science in Health Professions Education- Wrote and received a grant to develop the MS in Health Professions Education; developed the curriculum and received formal approvals from the IBHE and HLC.

PhD and DSc in Interprofessional Healthcare Studies- Led the three-person team that developed and implemented the program including creation of the curriculum and receiving formal approvals from the IBHE and HLC to start the program. Remains the sole program in the nation focused on development of PhD faculty in interprofessionalism.

Quality Improvement Initiatives- National recognition for successful program development led to transfer of challenged programs from other colleges to College of Health Professions for quality improvement.

Biomedical Sciences- strengthened program and increased enrollment

Clinical Psychology- Maintained research strength of PhD program

Medical Radiation Physics- closed program

2. Led and Developed the RFU-DePaul Alliance for Health Science

- a. *Envisioned and formed the initial relationship with the DePaul University administration and faculty, eventually partnering with their leadership in the exploration of an academic partnership.*
- b. *Institutional representative in the contract development and negotiations and continue to lead the special initiative with DePaul.*

Activities

- Formed the initial relationship with DePaul University administration and faculty
- Partnered with their leadership in the exploration of an academic partnership through consultants
- Presented to RFU Board on the partnership and received Board approval to pursue alliance
- Represented RFU in contract development and negotiations
- Continue to lead the special initiative

RFU - DePaul Alliance Outcomes

- \$16M to the University over 6 years
- Master's level nursing program to the RFU campus with very high satisfaction scores from nursing faculty, staff and students on satisfaction survey
- 100% pass rate on licensure exam for nurses at RFU campus
- Six professional pathways developed, approved and implemented
- Strong research outcomes
- Bachelor's degree-completion program instituted for RFU staff on RFU campus
- Collaborative RN to MS degree program for working nurses

3. Envisioned, Led and Implemented the Interprofessional Strategy for the University

- a. Explored and created a unique approach to analyzing medical errors that were crippling the health care delivery system.*
- b. Designed a strategy in which all health professions students would matriculate and enter a curriculum designed to focus on interprofessional team-based healthcare. It resulted in RFU being the first in the nation to have a full, first-year curriculum shared by all students.*

Outcomes

- Helped establish RFU as an international expert in IPE
- Developed full year required interprofessional course
- Led development of the Baldwin Institute for Interprofessional Education
- Developed PhD in Interprofessional Healthcare Studies

4. Created Environment for Excellence in Assessment and Accreditation in the College of Health Professions

- a. Responsible for creating a culture of continuous quality improvement throughout all levels of administrative oversight.*
- b. Developed the assessment plan for student learning outcomes across the university, dovetailing with the development and emphasis of a quality-driven accreditation process.*
- c. Successful accreditation for multiple programs in the health professions which was cited as a strength in the 1998 HLC accreditation report.*

Outcomes:

- Physical Therapy- Maximum number of years and no citations
- Pathologists' Assistant- Maximum number of years and no citations
- Physician Assistant- Maximum number of years
- Nurse Anesthesia- Maximum number of years
- Clinical Psychology PhD- Maximum number of years

5. Created Culture for Institutional Effectiveness and Strategic Planning to Thrive

- Strategic growth in the College of Health Professions
- Worked with University Board to develop the Educational Metrics for the University

- Leadership for the planning process for the RFUMS Strategic Plan 2016-2019
- Organized two Board retreats- one on metrics and another on the strategic plan

Philanthropy Experience

Facilitated the following grants in partnership with Institutional Advancement:

- \$300,000 multi-year grant for Physician Assistant Scholarships
- \$300,000 multi-year grant for *Healthy Families* interprofessional clinic
- \$300,000 multi-year grant for *Outreach for HealthReach* for healthcare in community
- \$100,000 grant from Accelerated Rehab to replace teaching computers in Anatomy Lab
- \$100,000 for initial grant for Care Coach - Rosalind Franklin Health Clinics
- Interprofessional Innovation grant from PA Foundation
- Grant from *Council on Accreditation* to develop Master of Science in Nurse Anesthesia program
- Grant to develop Master of Science in Health Professions Education from Illinois Board of Higher Education (IBHE)
- Facilitated multiple named scholarships and awards for College of Health Professions' students
- Developed first College of Health Professions Alumni Organization
- Attended numerous continuing education courses on leadership in philanthropy

Awards

- Crain's Chicago Notable Women in Education- 2018
- Distinguished Alumni of the Year Award- Queen's University- 2018

Research

- More than 100 peer reviewed national and international presentations (70 since 1995)
- 28 peer reviewed publications
- Co-investigator on grants in the 1980s
- Co-editor of *Journal of Physical Therapy Education* (2004-2010)

Teaching

Courses taught in multiple departments and schools at Rosalind Franklin University:

- Research Methodology
- Statistics
- Measurement
- Wellness

Educational expertise:

- Interprofessional Education
- Problem-based learning
- Critical Thinking
- Educational Assessment
- Accreditation

Dissertation and thesis advisor (both PhD and MS) for multiple students at RFU and nationally

Membership in Scientific/Professional Organizations

- Association of Schools of Allied Health Professions-Fellow
- Midwest Allied Health Deans- Past President
- National Academies of Practice- Distinguished Fellow
- Institute of Medicine of Chicago
- Canadian Physiotherapy Association
- American Physical Therapy Association
- American College of Lifestyle Medicine

Peer Reviewed Publications

Nuciforo MA, Litvinsky Y, Rheault W. Variables predictive of admission to US physical therapy education programs (2014) Journal of Physical Therapy Education. 28(3):112-119

Rahlin M, McCloy C, Henderson R, Long T, Rheault W. Development and content validity of the Therapy Behavior Scale (2012) Infant Behav Dev. 35(3): 452-465

Aston S, Rheault W, Arenson C, Tappert S, Stoecker J, Orzoff J et al (2012) Interprofessional Education: A review and analysis of programs from three academic health centers. Academic Medicine, 87(7):949-955.

Gillick BT, Marshall WJ, Rheault W, Stoecker J (2011) Mobility criteria for upright sitting with patients in the neuro/trama intensive care unit: an analysis of length of stay and functional outcomes. The Neurohospitalist, (2011) 1(4): 172-177.

Warden, Burgers, Bolton, DeAngelis, Fox, Glied, Ho, Lawlor, Leach, Maine, Mazmanian, Painter, Rheault, Sinioris (2010) Redesigning Continuing Education in the Health Professions. Institute of Medicine

Rheault W, Stoecker J, Tappert S, Bridges D (2010) Interprofessional model programs: Rosalind Franklin University of Medicine and Science. Journal of Allied Health (online). 39 (3). E127-128.

Rahlin M, Cech D, Rheault W, Stoecker J. (2007) Use of music during physical therapy intervention for an infant with Erb's palsy: A single-subject design, Physiotherapy Theory and Practice, 23 (2): 105-117.

Henderson R, Rheault W. (2004). Appraising and Incorporating Qualitative Research in Evidence-Based Practice, Journal of Physical Therapy Education, 18(3) :35 - 39.

Dawn Stackowicz, Frownfelter D, Rheault W. (2003). Intertester Reliability of the Measurement of Chest Wall Expansion, Cardiopulmonary Physical Therapy Journal

Rahlin M, Rheault W, Cech D. (2003). Evaluation of the primary subtests of the Toddler and Infant Motor Evaluation: implications for clinical practice in pediatric physical therapy, Pediatric Physical Therapy, 15:176 - 183.

Khayr W, Rheault W, Waiters L, Walters A. (2000). Epidemiology of ciprofloxacin-resistant *Pseudomonas aeruginosa* in a veterans affairs hospital., Am J Ther, 7(5) :309 - 312.

Wilding J, Rheault WL. (1998). Inter-rater reliability of an admission interview scale, Journal of Physical Therapy Education, 12(1) :26 - 29.

Ryd JL, Rheault W. (1998). Rasch analysis of the Dizziness Handicap Inventory, Journal of Rehabilitation Outcomes Measurement, 2(5) :17 - 24.

Pollak N, Rheault W, Stoecker JL. (1996). Reliability and validity of the FIM for persons aged 80 years and above from a multilevel continuing care retirement community., Arch Phys Med Rehabil, 77(10) :1056 - 1061.

Pollak, N, Rheault W, Stoecker J. (1996). Evaluation of the Reliability, Validity and Appropriateness of the Functional Independence Measure for persons Aged 80 years and Above from a Multilevel Continuing Care Retirement Community, Archives of Physical Medicine and Rehabilitation, 77:1056 - 1061.

Rheault W, Albright B, Byers C, Miriam F, Johnson A, Skowronek M, Dougherty J. (1992). Intertester reliability of the Cervical Range of Motion Device for a patient population, Journal of Orthopaedic and Sports Physical Therapy, 15:147 - 150.

Capuano-Pucci D, Rheault W, Aukai J, Bracke M, Day R, Pastrick M. (1991). Intratester and intertester reliability of the cervical range of motion device., Arch Phys Med Rehabil, 72(5) :338 - 340.

Rheault W, Coulson E. (1991). The use of the Rasch model in the development of a clinical competence scale, Journal of Physical Therapy Education, 5(1) :10 - 13.

Rheault W, Beal JL, Kubik KR, Nowak TA, Shepley JA. (1989). Intertester reliability of the hand-held dynamometer for wrist flexion and extension., Arch Phys Med Rehabil, 70(13) :907 - 910.

Rheault W. (1989). The two-sigma problem in physical therapy education, Journal of Physical Therapy Education, 3(2) :26 - 28.

Rheault W, Miller M, Nothnagel P, Straessle J, Urban D. (1988). Intertester reliability and concurrent validity of fluid-based and universal goniometers for active knee flexion., Phys Ther, 68(11) :1676 - 1678.

Petherick M, Rheault W, Kimble S, Lechner C, Senear V. (1988). Concurrent validity and intertester reliability of universal and fluid-based goniometers for active elbow range of motion., Phys Ther, 68(6) :966 - 969.

Rheault W, Shafernich-Coulson E. (1988). Relationship between academic achievement and clinical performance in a physical therapy education program., Phys Ther, 68(3) :378 - 380.

Rheault W, Ferris S, Foley JA, Schaffhauser D, Smith R. (1988). Intertester reliability of the flexible ruler for the cervical spine, Journal of Orthopaedic and Sports Physical Therapy:254 - 256.

Capuano-Pucci D, Rheault W, Rudman D. (1987). Relationship between plasma somatomedin C and muscle performance in a geriatric male population., Am J Phys Med, 66(6) :364 - 370.

Rheault W, Derleth M, Casey M, Czarnik C, Kania D, Nagel G. (1985). Effects of an inverted position on blood pressure, pulse rate, and deep tendon reflexes of healthy young adults., Phys Ther, 65(9) :1358 - 1362.

Fitzgerald GK, Wynveen KJ, Rheault W, Rothschild B. (1983). Objective assessment with establishment of normal values for lumbar spinal range of motion., Phys Ther, 63(11) :1776 - 1781.

Rheault WL. (1982). Incorporating locus of control theories into patient education practices., Physiotherapy Canada, 34(3) :152 - 156.

Book Chapter

Rahlin M, Rheault W. The interdisciplinary team and effective interprofessional collaboration in health cre. In: Rahlin M. *Physical Therapy for Children with Cerebral Palsy: An Evidence-Based Approach*. Thorofare, NJ: SLACK Incorporated; 2016:103-110.

Peer-Reviewed Scientific and Professional Presentations (1995 onwards)

Title:	Occasion:	Date:
Interprofessional Education: A Bridge to the Future	CAB VI	10/2017
Developing a Strategic Plan with Metrics for Fiscal Sustainability and Institutional Quality	Society of College & University Planning	10/2016
Educational Metrics for Achieving Educational Priorities	Higher Learning Commission	04/2016
Graduate Medical Education Reform	AAHC Roundtable	2016
More than getting along: Effective Team Structure	All Together Better Health	2014
Institutionalization of IPE at Health Sciences University	CAB IV	06/2013
Does Collaboration Lead to Fewer Errors?	AAMC Quality Meeting	06/2013
Transactive Memory and Group Performance during Interprofessional Simulation-based Team Training	AAMC Quality Meeting	06/2013
Variables Predictive of Admission To US Physical Therapy Education Programs (2008-2010)	Combined Sections- American Physical Therapy Association	01/2013
Variables Predictive of Admission To US Physical Therapy Education Programs (2008-2010)	ASAHP Annual Conference	10/2012
Attitudinal Outcomes of an IPE Clinical Patient Care Experience	Collaborating Across Borders III	11/2011
Institutional Evolution in Interprofessional Healthcare Education	Collaborating Across Borders III	11/2011
Secrets to Success in Publication	Combined Sections- American Physical Therapy Association	02/2010

Developing and Implementing Effective IPE Programs at Academic Health Centers	Association of American Medical Colleges (AAMC)	11/2009
Exploring the Linkages Between Interprofessional Education, Interprofessional Practice and Health Outcomes	Collaborating Across the Borders II	05/2009
JOPTE- Secrets of Success	Combined Sections- American Physical Therapy Association	02/2008
Three Years of Outcome Data for an Interprofessional Educational Experience Linking the IOM Five Core Competencies	Collaborating Across the Borders: An American-Canadian Dialogue on Interprofessional Health Education	10/2007
Integrating the Institute of Medicine Five Core Competencies into Student Affairs	Association of Schools of Allied Health Professions	10/2007
Doctor of Medical Physics (DMP): A New Professional Doctoral Program in Allied Health	Association of Schools of Allied Health Professions	
Missing Links in Evidence-Based Practice A Theoretical Model for Implementing and Assessing Performance of Evidence in Allied Health Professional Practice	Association of Schools of Allied Health Professions	10/2006
A Team Approach to IP Service Learning	Association of Schools of Allied Health Professions	10/2006
Integration of Medical Radiation Physics into Allied Health Professional Education: An Experience	Association of Schools of Allied Health Professions	10/2006
Evidence-Based Practice: Translation of Theory to Practice for the Evidence-Based Practitioner	Canadian Physiotherapy Association	07/2006
A Theoretical Model for Implementing and Assessing Performance of Evidence in Clinical Practice: Use in PT Entry-Level Education	Combined Sections of the American Physical Therapy Association	02/2006

Evaluation of an Interprofessional Educational Initiative Linking the 5 Core Competencies Needed to Prepare Graduates for a Changing Healthcare System	Association of Schools of Allied Health Professions	10/2005
Development of an Online Interprofessional Women's Health Master of Science and Certificate Program	Association of Schools of Allied Health Professions	10/2005
Evaluation of an Interprofessional Educational Initiative Linking the Five Core Competencies Needed to Prepare Graduates for a Changing Healthcare System	4th Annual Conference on Team-Based Learning in Medical and Health Sciences Education	06/2005
Relationship Between Yoga Practice and Body Image	13th Annual Congress on Women's Health	06/2005
A Model for Implementing and Assessing Performance of Evidence in Physical Therapy Clinical Practice	Canadian Physiotherapy Association Congress	05/2005
An Interprofessional Educational Initiative Linking the Five Core Competencies Essential for Contemporary Healthcare	Combined Sections- American Physical Therapy Association	02/2005
An Interprofessional Educational Initiative Linking Together the Five Core for Competencies Healthcare Practice in the 21st Century	Association of Schools of Allied Health Professions	10/2004
A Web-Based College Level Interprofessional Service Learning Initiative	2004 Association of Schools of Allied Health Professions	10/2004
Developing the Evidence-Based Practitioner: Classic Theory to Evidence- Based Medicine	2004 Association of Schools of Allied Health Professions	10/2004
An Interactive Online Orientation Prepares Students for e-Learning	Best Practices in e-Learning	08/2004
Relationship Between Yoga Experience and Body Image	2004 Annual Conference of the American Physical Therapy Association	07/2004

Psychometric Properties of the Modified Shoulder Pain and Disability Index	Annual Conference of the American Physical Therapy Association (SPADI)	07/2004
Solutions for Nominal or Ordinal Outcome Measures in Physical Therapy Clinical Practice: Rasch Analysis	Annual Conference of the American Physical Therapy Association	07/2004
The Use of Altered Sensory Conditions as Intervention for Balance Impaired Adults	Annual Conference of the American Physical Therapy Association	07/2004
Effect of Music on Behavior of Two Children During Physical Therapy Intervention	Annual Conference of the American Physical Therapy Association	07/2004
A Curriculum for the Development of the Physical Therapist Evidence-Based Practitioner	Annual Congress of the Canadian Physiotherapy Association	05/2004
Increasing Student Readiness For e-Learning: The Role of an Interactive Online Orientation	Illinois Online Conference	02/2004
Intratester Reliability of the Measurement of Chest Wall Expansion	Combined Sections Meeting of the American Physical Therapy Association	02/2004
Application of the Rasch Analysis to the TIME	Illinois State Physical Therapy Conference	10/2003
Rationale and a Methodology For Incorporating Qualitative Research in Evidence-Based Practice in Allied Health	Association of Schools of Allied Health Professions Annual Conference	10/2003
The Research Portfolio System: A Model Curriculum for Curriculum for Entry-Level Physical Therapy Education	World Physical Therapy Congress	06/2003
Rationale and a Methodology for Incorporating Qualitative Research in Evidence Based Practice in PT	World Physical Therapy Congress	06/2003

The Role of Qualitative Research in Supporting Evidence- Based Physiotherapy Practice	Canadian Physiotherapy Association Teleconference Presentation	03/2003
Rationale and a Methodology for Incorporating Qualitative Research in Evidence-Based Practice in Physical Therapy	Combined Sections Meeting of the American Physical Therapy Association	02/2003
You Can't Teach Statistics Online- Or Can You?	Online Conference on Teaching Online in Higher Education	11/2002
Career Attitudes and Expectations of Students in an Allied Health Profession in Transition to a Higher Entry-Level Degree	Association of Schools of Allied Health Professions Annual Conference	10/2002
Rationale and a Methodology for Incorporating Qualitative Research in Evidence-Based Practice in Physiotherapy	Canadian Physiotherapy Association National Congress	07/2002
The Answer to the Problems of Nominal and Ordinal Outcome Measures in Clinical Practice: Rasch Analysis for Physiotherapy Clinicians, Educators and Students	Canadian Physiotherapy Association National Congress	07/2002
The Evidence-Based Practice in 06/2002	Faculty Summer Institute: Teaching	
Competency: An Assignment to Promote Knowledge and Skills of Evidence-Based Practice in Rehabilitation Curricula	Evidence-Based Practice in Rehabilitation Professional Curricula	
Career Attitudes and Expectations of Doctor of Physical Therapy Students	Combined Sections Meeting of the American Physical Therapy Association	02/2002
The Research Portfolio System: A Model Research Curriculum For Entry-Level Physical Therapy Education	Canadian Physiotherapy Association Annual Congress	07/2001
Responsiveness of a Revised Oswestry Low Back Pain Disability Questionnaire and the Original Oswestry Questionnaire	American Physical Therapy Association Annual Conference	06/2001
Platform Presentations on	American Physical Therapy Association	06/2001

Clinical Education	Annual Conference	
The Efficacy of Phase II Cardiac Rehabilitation in Patients with Coronary Heart Disease.	Combined Sections of the American Physical Therapy Association	02/2001
The Research Portfolio System: A Model Research Curriculum for Entry-Level Education	Association of Schools of Allied Health Professions Annual Conference	10/2000
Intratester Reliability of the Toddler and Infant Evaluation (TIME)	American Physical Therapy Association Annual Conference	06/2000
Impact of Group Physical Therapy on the Knowledge, Attitudes and Behaviors of Patients with Osteoporosis	Collaborative Nursing Research Conference	05/2000
The Research Portfolio System: A Model Research Curriculum for Entry-Level PT Education	Combined Sections of the American Physical Therapy Association	02/2000
Lumbar Proprioception in People With and Without Low Back Pain	American Physical Therapy Association Annual Conference	06/1999
Impact of Group PT on the Knowledge, Attitudes & Behaviors of Patients with Osteoporosis	Combined Sections of the American Physical Therapy Association	02/1999
An Analysis of Length of Stay and Functional Outcomes: Physical Therapy Mobility Criteria for Upright Sitting with Patients in Neuro/Trauma ICU	Combined Sections of the American Physical Therapy Association	02/1999
The Effect of Maximum Flexion and Extension on Active Lumbar Side Bending and Active Lumber Rotation.	Third Interdisciplinary World Congress on Low Back and Pelvic Pain	11/1998
A Comparison of Three Functional Status Questionnaires for Patients with Low Back Pain	American Pain Society and North American Spine Society Joint Conference	04/1998
Measuring Low Back Pain	American Academy of Physical Medicine and Rehabilitation	11/1997

A Comparison of Three Self Report Functional Status Questionnaires for Patients with Low Back Pain	American Physical Therapy Association Annual Conference	06/1997
Coupled Motion Patterns of the Lumbar Spine in Asymptomatic Subjects	American Physical Therapy Association Annual Conference	06/1997
Work Satisfaction and Importance of Selected Job Benefits: A Study of Illinois Physical Therapists	American Physical Therapy Association Annual Conference	06/1997
Prediction of Academic and Clinical Performance	Combined Sections Meeting of the American Physical Therapy Association	02/1996
Factors Contributing to the Turnover of Physical Therapists From Acute Care Facilities	World Physical Therapy Congress	06/1995
Evaluation of the Reliability, Validity and Appropriateness of the Functional Independence Measure for the Advanced Elderly	World Physical Therapy Congress	06/1995