Introduction:
Increasing rates of physician burnout are reported across many medical specialties, including Pathology. In 2014, 52.5% of pathologists experienced symptoms of burnout compared to 37.6% in 2011. Suicide and depression rates in physicians are also higher than the average population. As a result, the ACGME began a campaign, in 2015, to foster resident wellness. The campaign calls for strategies to develop resiliency, identify problems, and promote well-being. While wellness initiatives may not change underlying mental illness, they may mitigate environmental factors that can exacerbate mental illness or suicidal behavior. Here we report results from a recently implemented resident wellness initiative (WI).

Methods:
Wellness Initiative (WI) Focus Areas:

Discussion:
Burnout among resident physicians is a widespread issue and is not unique to Pathology. Establishing a resident WI may promote resident well-being. Following implementation of a WI, reported resident burnout rates decreased by nearly half. While survey results show improvement in many areas, focal dissatisfaction persists. Future studies are needed to fully assess the long-term success of WIs on the well-being of residents and to assess the generalizability of these programs to other medical specialties.

Outcomes:
- Reported burnout rate among residents decreased from 17% to 9%.
- Residents who reported the residency program fostered a culture of wellness doubled from 33% to 66%.
- Residents reported improved satisfaction with social activities, professional development, and mentorship.
- However, residents noted continued dissatisfaction with an insufficient emphasis on financial advising and family support.

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