

Supplementary Table. Cost consequence analysis for Psychological Safety Scores &gt;3

COST OF LOW PSYCHOLOGICAL SAFETY IN THE DEPARTMENT PER YEAR									
	Cost	X	P(low PS)	X	[P(T/low PS)-P(T/high PS)]	=	Cost for MD or CRNA	# of MDs or CRNAs	COST FOR DEPT PER YEAR
Physicians w/o premium dollars	\$ 46,400.00	X	0.194	X	(0.222-0.040)	=	\$ 1,638.00	X 206 =	\$ 337,428.00
Physicians with premium dollars	\$149,900.00	X	0.194	X	(0.222-0.040)	=	\$ 5,292.00	X 206 =	\$ 1,090,289.86
CRNAs with premium dollars	\$205,367.00	X	0.316	X	(0.673-0.197)	=	\$ 30,890.00	X 454 =	\$ 14,024,279.00
COST REDUCTION IF PSYCHOLOGICAL SAFETY IS IMPROVED									
CRNAs with premium dollars	\$205,367.00	X	0.2	X	(0.673-0.197)	=	\$ 19,550.93	X 454 =	\$ 8,876,126.03