

Appendix. Technical Documentation

Definition of Terms

Career stage: coded into four categories based on years since doctorate: early career (1-10 years), mid-career (11-20 years), senior career (21-30 years), and late senior career (31 or more years).

Gender: included male and female only. Transgender and other identities were excluded.

Race/ethnicity: coded as White and minority. Minority included respondents who indicated one or more of the following categories: Hispanic, Mexican, Puerto Rican, Cuban, American Indian/Alaska Native, Asian, Black/African American, Native American/Pacific Islander, and other ethnicities/races.

Sexual orientation: coded into 2 categories: heterosexual and gay/lesbian/bisexual. Other identities were excluded.

Presence of dependents: Respondents who reported at least 1 dependent were coded as having the presence of dependents in 4 age ranges: age 6 or under, age 7-17, age 18-26, and over age 26.

Total hours worked per week: For individuals holding a primary position only, total hours worked per week was the same value as the hours worked per week in the primary position. For individuals holding primary and secondary positions, total hours worked per week was the sum of hours worked per week in the primary position and hours worked per week in the secondary position

Number of positions: If work hours per week for the primary position were 1 or more, the response was coded as primary position only. If work hours per week for the primary position and work hours per week for the secondary position were both 1 or more, the response was coded as primary and secondary positions.

Resource utilization index: coded based on the sum of the number of populations endorsed for which a type of resource was utilized to build cultural competence. Totals ranged from 0 to 19. Populations included children, adolescents, older adults, American Indians/Alaska Natives, Asians, Blacks/African Americans, Hispanics, Native Hawaiians/Pacific Islanders, gay/lesbian/bisexual populations, transgender, military, immigrants, rural populations, religious clients, clients living in poverty, clients with chronic illness, clients with physical disabilities, clients with intellectual disabilities, and clients with cognitive disabilities.

Statistical Tests underlying Results

Test Results Table 1. Demographic and Educational Characteristics

ANOVA tests for career stage by:	Test Statistic
Age	$F(3, 4510) = 3033.35, p < .001, \eta^2 = 0.67$
Chi-square tests with career stage and:	Test Statistic
Gender	$\chi^2(3) = 442.62, p < .001$
Minority status	$\chi^2(3) = 90.10, p < .001$
Sexual orientation	$\chi^2(3) = 19.46, p < .001$
Disability status	Not significant
Marital status	$\chi^2(12) = 198.95, p < .001$
Presence of dependents	
Age 6 and under	$\chi^2(3) = 1040.93, p < .001$
Age 7-17	$\chi^2(3) = 640.55, p < .001$
Ages 18-26	$\chi^2(3) = 422.18, p < .001$
Over age 26	$\chi^2(3) = 339.36, p < .001$
Type of doctorate	$\chi^2(6) = 667.22, p < .001$

Test Results Table 2. Practice Characteristics

ANOVA tests for career stage by:	Test Statistic
Hours Worked Per Week	
In primary position	$F(3, 4633) = 49.65, p < .001, \eta^2 = 0.03$
In secondary position	Not significant
Total	$F(3, 4633) = 55.97, p < .001, \eta^2 = 0.03$
Chi-square tests with career stage and:	Test Statistic
Number of positions	$\chi^2(3) = 9.54, p = .02$
Work setting for primary position	$\chi^2(24) = 290.85, p < .001$
Practice plans for next 12 Months	$\chi^2(12) = 121.05, p < .001$

Test Results Table 3. Cultural Competency

ANOVA tests for career stage by:	Test Statistic	Significant Pairwise Comparisons between Career Stages
Overall preparedness by graduate training to work with diverse populations	$F(3, 4633) = 88.70, p < .001, \eta^2 = 0.13$	bcdef
Knowledge about Working with Diverse Populations		
Children	Not significant	
Adolescent	Not significant	
Older adult	$F(3, 1861) = 16.05, p < .001, \eta^2 = 0.03$	bcdef
Black/African American	$F(3, 1862) = 17.71, p < .001, \eta^2 = 0.03$	bcde
Asian	$F(3, 1864) = 15.51, p < .001, \eta^2 = 0.02$	bcde
American Indian/Alaska Native	$F(3, 1862) = 8.37, p < .001, \eta^2 = 0.01$	bde
Pacific Islander/Native Hawaiian	$F(3, 1848) = 32.87, p < .001, \eta^2 = 0.05$	abdef
Hispanic	$F(3, 1861) = 14.37, p < .001, \eta^2 = 0.02$	bde
Gay/lesbian/bisexual	$F(3, 1862) = 6.48, p < .001, \eta^2 = 0.01$	de
Transgender	$F(3, 1851) = 17.00, p < .001, \eta^2 = 0.03$	abdef
Military	$F(3, 1860) = 2.72, p = .04, \eta^2 = 0.004$	a
Immigrant	$F(3, 1853) = 13.14, p < .001, \eta^2 = 0.02$	bde
Rural	Not significant	
Religious	Not significant	
Clients living in poverty	$F(3, 1850) = 37.63, p < .001, \eta^2 = 0.06$	abcdef
Clients living with chronic illness	$F(3, 1852) = 2.97, p = .03, \eta^2 = 0.005$	f
Clients with physical disabilities	$F(3, 1850) = 3.18, p = .02, \eta^2 = 0.005$	f
Clients with intellectual disabilities	$F(3, 1858) = 5.86, p = .001, \eta^2 = 0.01$	def
Clients with cognitive disabilities	$F(3, 1857) = 5.85, p = .001, \eta^2 = 0.01$	df
Resources Utilized to Build Competence to Work with Diverse Populations		
Books and journals	$F(3, 1891) = 7.90, p < .001, \eta^2 = 0.01$	def
Continuing education	Not significant	
Graduate training	$F(3, 1891) = 67.60, p < .001, \eta^2 = 0.10$	abcdef
APA Guidelines	$F(3, 1891) = 18.14, p < .001, \eta^2 = 0.03$	bdef
Clinical supervision experience	$F(3, 1891) = 39.50, p < .001, \eta^2 = 0.06$	abdef
Colleagues	$F(3, 1891) = 20.07, p < .001, \eta^2 = 0.03$	def
Personal experiences	$F(3, 1891) = 3.58, p = .01, \eta^2 = 0.01$	b

Note: a – difference between early career and mid-career

b – difference between early career and senior career

c – difference between mid-career and senior career

d – difference between early career and late senior career

e – difference between mid-career and late senior career

f – difference between senior career and late senior career