

Table 1. Summary statistics of variables used in analyses

Variable	Mean	SD	MIN	MAX	NMISS	PMISS	NOB	Cronbach alpha
Baseline HED	2.38	3.66	0	25	94	8	1240	
Baseline ARP	2.78	4.33	0	45	287	23.15	1240	0.86
Sex (1 = Female; 0 = Male)	0.59	0.49	0	1	0	0	1240	
Race (1 = White; 0 = Other)	0.68	0.47	0	1	2	0	1240	
Age	22.22	0.74	18.58	24.83	0	0	1240	
Baseline social desirability	5.17	2.1	0	10	1	0	1240	0.6
Baseline impulsivity	0.94	0.64	0	3	1	0	1240	0.78
Life stress (Time=0)	1.19	0.96	0	4	0	0	1240	0.74
HED (Time=0)	1.83	2.77	0	21	3	0	1240	
ARP (Time=0)	2.23	4.52	0	48	4	0.37	1068 [§]	0.91
Qualitative role overload (Time=0)	2.49	1.29	0	6	2	0	1240	0.76
Quantitative role overload (Time=0)	4	6.34	0	30	4	0	1240	
Injunctive workplace norms (Time=0)	0.69	0.88	0	4	3	0	1240	0.78
Descriptive workplace norms (Time=0)	0.26	0.5	0	4	4	0	1240	0.54
Psychological distress (Time=0)	4.78	3.42	0	15	1	0	1240	0.88
Life stress (Time=1)	1.06	0.92	0	4	0	0	1240	0.71
HED (Time=1)	1.9	2.89	0	30	0	0	1240	
ARP (Time=1)	2.49	4.61	0	43	1	0.09	1079 [§]	0.89
Qualitative role overload (Time=1)	2.43	1.39	0	6	2	0	1240	0.79
Quantitative role overload (Time=1)	5.35	6.83	0	30	0	0	1240	
Injunctive workplace norms (Time=1)	0.72	0.87	0	4	2	0	1240	0.73
Descriptive workplace norms (Time=1)	0.29	0.5	0	3	2	0	1240	0.41
Psychological distress (Time=1)	5.05	3.44	0	15	1	0	1240	0.88

Note. SD=standard deviation; MIN=minimum; MAX=maximum; NOB=number of participants included in the calculation of summary statistics for baseline variables, variables measured at early onboarding phase (Time=0), variables measured at late onboarding phase (Time=1); NMISS=among participants include in NOB, the number of participants having a missing value; PMISS= among participants include in NOB, the proportion of participants having a missing value.

[§]For ARP measured at early (Time=0) and late (Time=1) onboarding phase, NOB was restricted to only those participants who reported (within the same survey) to have any drinking within the past month.