Table 1. Estimates of regression models with ARP as the outcome

Parameter	Model 1 (H1a, H1b)		Model 2 (H1c)		Model 3 (H2)		Model 4 (H3)		Model 5 (H4)	
N	914		913		913		914		913	
QIC	-1258.94		-1476.49		-1491.89		-1281.02		-1517.92	
	Estimate	SE	Estimate	SE	Estimate	SE	Estimate	SE	Estimate	SE
Intercept	0.82***	0.12	0.83***	0.12	0.87***	0.12	0.74***	0.12	0.74***	0.12
Sex (1 = Female; 0 = Male)	-0.19†	0.1	-0.27**	0.1	-0.26**	0.1	-0.19†	0.1	-0.26**	0.1
Race (1 = White; 0 = Other)	-0.14	0.11	-0.12	0.1	-0.12	0.1	-0.14	0.11	-0.12	0.1
Age	0.09†	0.05	0.09†	0.05	0.10†	0.05	0.09†	0.05	0.09†	0.05
Baseline ARP	0.28***	0.04	0.28***	0.04	0.28***	0.04	0.27***	0.04	0.29***	0.04
Baseline social desirability	-0.05	0.06	-0.04	0.06	-0.04	0.06	-0.05	0.06	-0.04	0.06
Baseline impulsivity	0.15**	0.06	0.08	0.06	0.08	0.06	0.15**	0.06	0.08	0.06
Life stress	0.16***	0.05	0.10*	0.05	0.10*	0.05	0.16***	0.05	0.11*	0.05
Injunctive workplace norms	0.14***	0.04	0.14***	0.04	0.14***	0.04	0.14***	0.04	0.14***	0.04
Qualitative role overload	0.06†	0.04	0.05	0.04	0.04	0.04	0.13**	0.05	0.12*	0.05
Quantitative role overload	0.13*	0.05	0.09†	0.05	0.09†	0.05	0.11†	0.06	0.07	0.06
Psychological distress			0.23***	0.05	0.31***	0.05			0.21***	0.05
Psychological distress^2					-0.06†	0.03				
Time (0 = Early; 1 = Late)							0.16**	0.06	0.15*	0.06
Injunctive workplace norms × Time							0.00	0.06		
Qualitative role overload × Time							-0.13†	0.07	-0.16*	0.07
Quantitative role overload × Time							0.04	0.07	0.05	0.07
Psychological distress × Time									0.06	0.06
Simple slopes							Estimate	SE		
Qualitative role overload (Time=0)							0.13**	0.05		
Quantitative role overload (Time=0)							0.11†	0.06		
Injunctive workplace norms (Time=0)							0.14***	0.04		
Qualitative role overload (Time=1)							0.00	0.05		
Quantitative role overload (Time=1)							0.01	0.10		
Injunctive workplace norms (Time=1)							0.14*	0.06		

Note. Analyses involving ARP were restricted to participants who reported any drinking in the past month at time 0 or time 1.
QIC=Quasi-likelihood under the Independence Model Criterion, SE=Standard Error; †p≤0.10, *p≤0.05, **p≤0.01, ***p≤0.001

Table 2. Estimates of regression models with HED as the outcome

Parameter	Model 1 (H1a, H1b) Estimate	SE	Model 2 (H1c) Estimate	SE	Model 3 (H2) Estimate	SE	Model 4 (H3) Estimate	SE	Model 5 (H4) Estimate	SE
N	1143		1143		1143		1143		1143	
QIC	596.13		594.94		562.87		570.61		577.73	
Intercept	0.40***	0.08	0.40***	0.08	0.47***	0.08	0.38***	0.09	0.37***	0.09
Sex (1 = Female; 0 = Male)	-0.13†	0.07	-0.13†	0.07	-0.14†	0.07	-0.13†	0.07	-0.13†	0.07
Race (1 = White; 0 = Other)	0.28***	0.08	0.28***	0.08	0.27***	0.08	0.28***	0.08	0.28***	0.08
Age	0.01	0.04	0.01	0.04	0.01	0.04	0.00	0.04	0.01	0.04
Baseline ARP	0.41***	0.03	0.41***	0.03	0.42***	0.03	0.41***	0.03	0.41***	0.03
Baseline social desirability	-0.03	0.04	-0.03	0.04	-0.02	0.04	-0.03	0.04	-0.03	0.04
Baseline impulsivity	0.05	0.03	0.05	0.04	0.04	0.04	0.05	0.03	0.05	0.04
Life stress	0.08**	0.03	0.08**	0.03	0.08**	0.03	0.08**	0.03	0.08**	0.03
Injunctive workplace norms	0.04	0.03	0.04	0.03	0.04	0.03	0.01	0.03	0.04	0.03
Qualitative role overload	0.07*	0.03	0.07*	0.03	0.07*	0.03	0.15***	0.04	0.15***	0.04
Quantitative role overload	0.12***	0.02	0.12***	0.02	0.12***	0.02	0.11***	0.03	0.11***	0.03
Psychological distress			0.00	0.03	0.06†	0.04			0.00	0.03
Psychological distress^2					-0.07**	0.02				
Time (0 = Early; 1 = Late)							0.03	0.04	0.04	0.04
Injunctive workplace norms × Time							0.06	0.04		
Qualitative role overload × Time							-0.15***	0.04	-0.15***	0.04
Quantitative role overload × Time							0.02	0.03	0.02	0.03
Psychological distress × Time									0.02	0.04
Simple slopes							Estimate	SE		
Qualitative role overload (Time=0)							0.15***	0.04		
Quantitative role overload (Time=0)							0.11***	0.03		
Injunctive workplace norms (Time=0)							0.01	0.03		
Qualitative role overload (Time=1)							0.00	0.04		
Quantitative role overload (Time=1)							-0.03	0.06		
Injunctive workplace norms (Time=1)							0.07†	0.04		

Note. QIC=Quasi-likelihood under the Independence Model Criterion, SE=Standard Error; †p≤0.10, *p≤0.05, **p≤0.01, ***p≤0.001

Table 3. Estimates of regression models with psychological distress as the outcome and baseline drinking behavior operationalized as baseline ARP

Parameter	Model 6 (H1c, H2)		Model 7 (H4)	
N	951		951	
QIC	1911.57		1912.06	
Parameter	Estimate	SE	Estimate	SE
Intercept	-0.10†	0.05	-0.11*	0.06
Sex (1 = Female; 0 = Male)	0.24***	0.05	0.24***	0.05
Race (1 = White; 0 = Other)	-0.07	0.05	-0.07	0.05
Age	-0.01	0.03	-0.01	0.03
Baseline ARP	0.01	0.03	0.01	0.02
Baseline social desirability	-0.06*	0.03	-0.06*	0.03
Baseline impulsivity	0.26***	0.03	0.26***	0.03
Life stress	0.20***	0.02	0.20***	0.02
Qualitative role overload	0.09***	0.02	0.08*	0.03
Quantitative role overload	0.09***	0.02	0.09**	0.03
Time (0 = Early; 1 = Late)			0.01	0.03
Qualitative role overload × Time			0.03	0.04
Quantitative role overload × Time			0.00	0.03

Note. QIC=Quasi-likelihood under the Independence Model Criterion, SE=Standard Error
†p≤0.10, *p≤0.05, **p≤0.01, ***p≤0.001

Table 4. Estimates of regression models with psychological distress as the outcome and baseline drinking behavior operationalized as baseline HED

Parameter	Model 6 (H1c, H2)		Model 7 (H4)	
N	1144		1144	
QIC	2296.45		2297.08	
Parameter	Estimate	SE	Estimate	SE
Intercept	-0.07	0.05	-0.07	0.05
Sex (1 = Female; 0 = Male)	0.19***	0.05	0.19***	0.05
Race (1 = White; 0 = Other)	-0.05	0.05	-0.05	0.05
Age	0.01	0.02	0.01	0.02
Baseline HED	-0.06**	0.02	-0.06**	0.02
Baseline social desirability	-0.08***	0.02	-0.08***	0.02
Baseline impulsivity	0.28***	0.03	0.28***	0.03
Life stress	0.19***	0.02	0.19***	0.02
Qualitative role overload	0.10***	0.02	0.09***	0.03
Quantitative role overload	0.09***	0.02	0.08**	0.03
Time (0 = Early; 1 = Late)			0.01	0.03
Qualitative role overload × Time			0.03	0.03
Quantitative role overload × Time			0.01	0.03

Note. QIC=Quasi-likelihood under the Independence Model Criterion, SE=Standard Error
†p≤0.10, *p≤0.05, **p≤0.01, ***p≤0.001