Supplementary File 4

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

	Model 1		Model 2		Model 3		Model 5		Model 7	
	(H1a, H1b)		(H4)		(H1c)		(H2)		(H3)	
N	914		914		913		913		913	
QIC	-1350.62		-1364.92		-1588.4		-1618.69		-1627.05	
Parameter	Estimate	SE	Estimate	SE	Estimate	SE	Estimate	SE	Estimate	SE
Intercept	0.81***	0.12	0.74***	0.12	0.81***	0.11	0.74***	0.11	0.79***	0.12
Sex (1 = Female; 0 = Male)	-0.17†	0.10	-0.17†	0.10	-0.25**	0.10	-0.25**	0.10	-0.24*	0.10
Race (1 = White; 0 = Other)	-0.14	0.11	-0.14	0.11	-0.12	0.10	-0.12	0.10	-0.12	0.10
Age	0.08	0.05	0.08	0.05	0.08†	0.05	0.08	0.05	0.08†	0.05
Baseline ARP	0.28***	0.04	0.28***	0.05	0.29***	0.04	0.29***	0.04	0.29***	0.04
Baseline social desirability	-0.06	0.06	-0.07	0.06	-0.05	0.06	-0.05	0.06	-0.05	0.06
Baseline impulsivity	0.13**	0.05	0.14*	0.05	0.06	0.05	0.06	0.05	0.06	0.05
Life stress	0.15**	0.05	0.16**	0.05	0.09†	0.05	0.10*	0.05	0.10*	0.05
Descriptive workplace norms	0.17***	0.05	0.16**	0.05	0.18***	0.05	0.17***	0.05	0.17***	0.05
Qualitative role overload	0.06	0.04	0.12*	0.05	0.04	0.04	0.11*	0.05	0.10*	0.05
Quantitative role overload	0.12*	0.05	0.11†	0.06	0.09†	0.05	0.07	0.06	0.06	0.06
Time (0 = Early; 1 = Late)			0.14*	0.06			0.14*	0.06	0.10	0.08
Descriptive workplace norms × Time			0.02	0.07						
Qualitative role overload × Time			-0.12†	0.07			-0.16*	0.07	-0.15*	0.07
Quantitative role overload × Time			0.03	0.07			0.04	0.07	0.04	0.07
Psychological distress					0.25***	0.05	0.24***	0.05	0.33***	0.06
Psychological distress × Time							0.04	0.06	-0.02	0.08
Psychological distress^2									-0.07*	0.03
Psychological distress^2 × Time									0.05	0.05
Simple slopes	Estimate	SE								
Qualitative role overload (Time=0)	0.12*	0.05								
Quantitative role overload (Time=0)	0.11†	0.06								
Descriptive workplace norms (Time=0)	0.16**	0.05								
Qualitative role overload (Time=1)	0.00	0.05								
Quantitative role overload (Time=1)	0.02	0.09								
Descriptive workplace norms (Time=1)	0.18**	0.07								

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)		Model 2 (H4)		Model 3 (H1c)		Model 5 (H2)		Model 7 (H3)	
N	1143		1143		1143		1143		1143	
QIC	590.72		570.03		589.26		572.94		544.24	
	Estimate	SE	Estimate	SE	Estimate	SE	Estimate	SE	Estimate	SE
Intercept	0.40***	0.08	0.38***	0.08	0.40***	0.08	0.38***	0.08	0.46***	0.09
Sex (1 = Female; 0 = Male)	-0.12†	0.07	-0.13†	0.07	-0.13†	0.07	-0.13†	0.07	-0.13†	0.07
Race (1 = White; 0 = Other)	0.28***	0.08	0.27***	0.08	0.28***	0.08	0.28***	0.08	0.27***	0.08
Age	0.01	0.04	0.01	0.04	0.01	0.04	0.01	0.04	0.01	0.04
Baseline HED	0.41***	0.03	0.41***	0.03	0.41***	0.03	0.41***	0.03	0.42***	0.03
Baseline social desirability	-0.03	0.04	-0.03	0.04	-0.03	0.04	-0.03	0.04	-0.02	0.04
Baseline impulsivity	0.05	0.03	0.05	0.03	0.05	0.04	0.05	0.04	0.04	0.04
Life stress	0.08**	0.03	0.08**	0.03	0.08**	0.03	0.08**	0.03	0.08**	0.03
Descriptive workplace norms	0.04	0.03	0.03	0.03	0.04	0.03	0.04	0.03	0.04	0.03
Qualitative role overload	0.07*	0.03	0.14***	0.04	0.07*	0.03	0.14***	0.04	0.14***	0.04
Quantitative role overload	0.12***	0.03	0.11***	0.03	0.11***	0.03	0.11***	0.03	0.11***	0.03
Time (0 = Early; 1 = Late)			0.03	0.04			0.04	0.04	0.02	0.05
Descriptive workplace norms × Time			0.03	0.04						
Qualitative role overload × Time			-0.15***	0.04			-0.15***	0.04	-0.15***	0.04
Quantitative role overload × Time			0.02	0.03			0.02	0.03	0.02	0.03
Psychological distress					0.01	0.03	0.00	0.03	0.07	0.04
Psychological distress × Time							0.01	0.04	0.00	0.04
Psychological distress^2									-0.07**	0.03
Psychological distress^2 × Time									0.02	0.04
Simple slopes	Estimate	SE								
Qualitative role overload (Time=0)	0.14***	0.04								
Quantitative role overload (Time=0)	0.11***	0.03								
Descriptive workplace norms (Time=0)	0.03	0.03								
Qualitative role overload (Time=1)	0.00	0.04								
Quantitative role overload (Time=1)	-0.02	0.06								
Descriptive workplace norms (Time=1)	0.05	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