

Table 1. Descriptive Statistics and Correlations for Study Variables

	Variable	M	SD	MIN	MAX	NMISS	PMISS	NOB	α	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
1	Baseline HED	2.38	3.66	0	25	94	8	1240		—																				
2	Baseline ARP	2.78	4.33	0	45	287	23.15	1240	0.86	0.56***	—																			
3	Sex (1 = Female; 0 = Male)	0.59	0.49	0	1	0	0	1240		-0.12***	-0.16***	—																		
4	Race (1 = White; 0 = Other)	0.68	0.47	0	1	2	0	1240		0.15***	0.1**	-0.03	—																	
5	Age	22.22	0.74	18.58	24.83	0	0	1240		0.01	0.09**	-0.14***	0.03	—																
6	Baseline social desirability	5.17	2.1	0	10	1	0	1240	0.6	-0.1***	-0.17***	-0.01	-0.03	0.02	—															
7	Baseline impulsivity	0.94	0.64	0	3	1	0	1240	0.78	0.08*	0.25***	0.08**	-0.05†	0.07*	-0.27***	—														
8	Life stress (Time=0)	1.19	0.96	0	4	0	0	1240	0.74	0	0.13***	0.07*	0.03	0.01	-0.1***	0.14***	—													
9	HED (Time=0)	1.83	2.77	0	21	3	0	1240		0.59***	0.55***	-0.11***	0.14***	0.04	-0.09**	0.08**	0.1***	—												
10	RAPI (Time=0)	2.23	4.52	0	48	4	0.37	1068	0.91	0.3***	0.59***	-0.15***	-0.02	0.08**	-0.1**	0.22***	0.21***	0.51***	—											
11	Qualitative role overload (Time=0)	2.49	1.29	0	6	2	0	1240	0.76	0.04	0.05	-0.05†	-0.04	0.01	-0.03	0.02	0	0.11***	0.08**	—										
12	Quantitative role overload (Time=0)	4	6.34	0	30	4	0	1240		0.04	0.09**	-0.09**	0.02	0.01	-0.03	-0.01	0.02	0.11***	0.11***	0.13***	—									
13	Permissive peer drinking norms: Injunctive workplace norms (Time=0)	0.69	0.88	0	4	3	0	1240	0.78	0.13***	0.18***	-0.15***	-0.05†	-0.04	-0.1***	0.05†	0.04	0.08**	0.19***	0.07*	0.03	—								
14	Psychological distress (Time=0)	4.78	3.42	0	15	1	0	1240	0.88	-0.04	0.1**	0.1***	-0.03	0.02	-0.15***	0.33***	0.29***	0.03	0.22***	0.12***	0.1***	0.06†	—							
15	Life stress (Time=1)	1.06	0.92	0	4	0	0	1240	0.71	0.03	0.07*	0.08**	0	-0.01	-0.09**	0.15***	0.44***	0.09**	0.15***	0.08**	0.03	0.04	0.18***	—						
16	HED (Time=1)	1.9	2.89	0	30	0	0	1240		0.53***	0.47***	-0.09**	0.16***	0.01	-0.06*	0.09**	0.04	0.59***	0.35***	-0.01	0.05†	0.09**	0.03	0.04	0.04	—				
17	RAPI (Time=1)	2.49	4.61	0	43	1	0.09	1079	0.89	0.25***	0.42***	-0.09**	0.01	0.11***	-0.1**	0.21***	0.11***	0.38***	0.55***	0	0.05	0.11***	0.2***	0.11***	0.54***	—				
18	Qualitative role overload (Time=1)	2.43	1.39	0	6	2	0	1240	0.79	0.01	0.08*	-0.01	-0.05†	0.03	-0.04	0.08**	0.02	0.05	0.07*	0.39***	0.07*	0.05†	0.09***	0.06*	0.01	0.05	—			
19	Quantitative role overload (Time=1)	5.35	6.83	0	30	0	0	1240		0.07*	0.06†	-0.09**	0.06*	0.04	0.03	-0.01	0.01	0.1***	0.05	0.11***	0.49***	0.01	0.07*	0.02	0.13***	0.09**	0.16***	—		
20	Permissive peer drinking norms: Injunctive workplace norms (Time=1)	0.72	0.87	0	4	2	0	1240	0.73	0.05†	0.11***	-0.14***	-0.06*	-0.01	-0.05†	0.05†	0.05†	0.08**	0.15***	0.08**	0.01	0.39***	0.08**	0.06*	0.11***	0.18***	0.09***	0.05†	—	
21	Psychological distress (Time=1)	5.05	3.44	0	15	1	0	1240	0.88	-0.04	0.09**	0.15***	-0.04	-0.01	-0.19***	0.33***	0.19***	0.02	0.17***	0.11***	0.08**	0.04	0.55***	0.26***	0.02	0.24***	0.18***	0.11***	0.09**	—

*Note.* M=mean; 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 percent of participants having a missing value; α=Cronbach’s alpha

§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.

†  $p \leq 0.10$ , \*  $p \leq 0.05$ , \*\*  $p \leq 0.01$ , \*\*\*  $p \leq 0.001$