**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 distress2 |  |  |  |  |  |  |  |  | -0.07\* | 0.03 |
| Psychological distress2 × 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; ϯp≤0.10, \*p≤0.05, \*\*p≤0.01, \*\*\*p≤0.001

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

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Model 1 | | Model 2 | | Model 3 | | Model 5 | | Model 7 | |
|  | (H1a, H1b) | | (H4) | | (H1c) | | (H2) | | (H3) | |
| N | 1143 | | 1143 | | 1143 | | 1143 | | 1143 | |
| QIC | 590.72 | | 570.03 | | 589.26 | | 572.94 | | 544.24 | |
| Parameter | 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 distress2 |  |  |  |  |  |  |  |  | -0.07\*\* | 0.03 |
| Psychological distress2 × 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; ϯp≤0.10, \*p≤0.05, \*\*p≤0.01, \*\*\*p≤0.001