**Supplementary File 1**

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 | -1258.94 | | -1281.02 | | -1476.49 | | -1517.92 | | -1528.97 | |
| Parameter | Estimate | SE | Estimate | SE | Estimate | SE | Estimate | SE | Estimate | SE |
| Intercept | 0.82\*\*\* | 0.12 | 0.74\*\*\* | 0.12 | 0.83\*\*\* | 0.12 | 0.74\*\*\* | 0.12 | 0.81\*\*\* | 0.12 |
| Sex (1 = Female; 0 = Male) | -0.19† | 0.10 | -0.19† | 0.10 | -0.27\*\* | 0.10 | -0.26\*\* | 0.10 | -0.26\* | 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 | 0.09† | 0.05 | 0.09† | 0.05 | 0.09† | 0.05 | 0.09† | 0.05 | 0.10† | 0.05 |
| Baseline HED | 0.28\*\*\* | 0.04 | 0.27\*\*\* | 0.04 | 0.28\*\*\* | 0.04 | 0.29\*\*\* | 0.04 | 0.28\*\*\* | 0.04 |
| Baseline social desirability | -0.05 | 0.06 | -0.05 | 0.06 | -0.04 | 0.06 | -0.04 | 0.06 | -0.04 | 0.06 |
| Baseline impulsivity | 0.15\*\* | 0.06 | 0.15\*\* | 0.06 | 0.08 | 0.06 | 0.08 | 0.06 | 0.08 | 0.06 |
| Life stress | 0.16\*\*\* | 0.05 | 0.16\*\*\* | 0.05 | 0.10\* | 0.05 | 0.11\* | 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 | 0.13\*\* | 0.05 | 0.05 | 0.04 | 0.12\* | 0.05 | 0.11\* | 0.05 |
| Quantitative role overload | 0.13\* | 0.05 | 0.11† | 0.06 | 0.09† | 0.05 | 0.07 | 0.06 | 0.07 | 0.06 |
| Time (0 = Early; 1 = Late) |  |  | 0.16\*\* | 0.06 |  |  | 0.15\* | 0.06 | 0.10 | 0.09 |
| Injunctive workplace norms × Time |  |  | 0.00 | 0.06 |  |  |  |  |  |  |
| Qualitative role overload × Time |  |  | -0.13† | 0.07 |  |  | -0.16\* | 0.07 | -0.15\* | 0.07 |
| Quantitative role overload × Time |  |  | 0.04 | 0.07 |  |  | 0.05 | 0.07 | 0.05 | 0.07 |
| Psychological distress |  |  |  |  | 0.23\*\*\* | 0.05 | 0.21\*\*\* | 0.05 | 0.32\*\*\* | 0.06 |
| Psychological distress × Time |  |  |  |  |  |  | 0.06 | 0.06 | -0.01 | 0.09 |
| Psychological distress2 |  |  |  |  |  |  |  |  | -0.08\*\* | 0.03 |
| Psychological distress2 × Time |  |  |  |  |  |  |  |  | 0.06 | 0.06 |
| Contrast | | | 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. 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 | 596.13 | | 570.61 | | 594.94 | | 577.73 | | 548.11 | |
| Parameter | Estimate | SE | Estimate | SE | Estimate | SE | Estimate | SE | Estimate | SE |
| Intercept | 0.40\*\*\* | 0.08 | 0.38\*\*\* | 0.09 | 0.40\*\*\* | 0.08 | 0.37\*\*\* | 0.09 | 0.46\*\*\* | 0.09 |
| Sex (1 = Female; 0 = Male) | -0.13† | 0.07 | -0.13† | 0.07 | -0.13† | 0.07 | -0.13† | 0.07 | -0.14† | 0.07 |
| Race (1 = White; 0 = Other) | 0.28\*\*\* | 0.08 | 0.28\*\*\* | 0.08 | 0.28\*\*\* | 0.08 | 0.28\*\*\* | 0.08 | 0.27\*\*\* | 0.08 |
| Age | 0.01 | 0.04 | 0.00 | 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 | 0.41\*\*\* | 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 |
| Injunctive workplace norms | 0.04 | 0.03 | 0.01 | 0.03 | 0.04 | 0.03 | 0.04 | 0.03 | 0.04 | 0.03 |
| Qualitative role overload | 0.07\* | 0.03 | 0.15\*\*\* | 0.04 | 0.07\* | 0.03 | 0.15\*\*\* | 0.04 | 0.14\*\*\* | 0.04 |
| Quantitative role overload | 0.12\*\*\* | 0.02 | 0.11\*\*\* | 0.03 | 0.12\*\*\* | 0.02 | 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 |
| Injunctive workplace norms × Time |  |  | 0.06 | 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 |  |  |  |  | 0.00 | 0.03 | 0.00 | 0.03 | 0.06 | 0.04 |
| Psychological distress × Time |  |  |  |  |  |  | 0.02 | 0.04 | 0.00 | 0.04 |
| Psychological distress2 |  |  |  |  |  |  |  |  | -0.07\*\* | 0.03 |
| Psychological distress2 × Time |  |  |  |  |  |  |  |  | 0.02 | 0.04 |
| Contrast | | | 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

ϯp≤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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Model 4 | | Model 6 | |
|  | (H1c) | | (H2, H3) | |
| 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 HED | 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

ϯp≤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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Model 4 | | Model 6 | |
|  | (H1c) | | (H2, H3) | |
| 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

ϯp≤0.10, \*p≤0.05, \*\*p≤0.01, \*\*\*p≤0.001