**Supplementary File 1**

Table 1. Summary statistics of variables used in analyses

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variable | Mean | SD | MIN | MAX | NMISS | PMISS | NOB | Cronbach alpha |
| Baseline HED | 2.38 | 3.66 | 0 | 25 | 94 | 8 | 1240 |  |
| Baseline ARP | 2.78 | 4.33 | 0 | 45 | 287 | 23.15 | 1240 | 0.86 |
| Sex (1 = Female; 0 = Male) | 0.59 | 0.49 | 0 | 1 | 0 | 0 | 1240 |  |
| Race (1 = White; 0 = Other) | 0.68 | 0.47 | 0 | 1 | 2 | 0 | 1240 |  |
| Age | 22.22 | 0.74 | 18.58 | 24.83 | 0 | 0 | 1240 |  |
| Baseline social desirability | 5.17 | 2.1 | 0 | 10 | 1 | 0 | 1240 | 0.6 |
| Baseline impulsivity | 0.94 | 0.64 | 0 | 3 | 1 | 0 | 1240 | 0.78 |
| Life stress (Time=0) | 1.19 | 0.96 | 0 | 4 | 0 | 0 | 1240 | 0.74 |
| HED (Time=0) | 1.83 | 2.77 | 0 | 21 | 3 | 0 | 1240 |  |
| ARP (Time=0) | 2.23 | 4.52 | 0 | 48 | 4 | 0.37 | 1068 | 0.91 |
| Qualitative role overload (Time=0) | 2.49 | 1.29 | 0 | 6 | 2 | 0 | 1240 | 0.76 |
| Quantitative role overload (Time=0) | 4 | 6.34 | 0 | 30 | 4 | 0 | 1240 |  |
| Injunctive workplace norms (Time=0) | 0.69 | 0.88 | 0 | 4 | 3 | 0 | 1240 | 0.78 |
| Descriptive workplace norms (Time=0) | 0.26 | 0.5 | 0 | 4 | 4 | 0 | 1240 | 0.54 |
| Psychological distress (Time=0) | 4.78 | 3.42 | 0 | 15 | 1 | 0 | 1240 | 0.88 |
| Life stress (Time=1) | 1.06 | 0.92 | 0 | 4 | 0 | 0 | 1240 | 0.71 |
| HED (Time=1) | 1.9 | 2.89 | 0 | 30 | 0 | 0 | 1240 |  |
| ARP (Time=1) | 2.49 | 4.61 | 0 | 43 | 1 | 0.09 | 1079 | 0.89 |
| Qualitative role overload (Time=1) | 2.43 | 1.39 | 0 | 6 | 2 | 0 | 1240 | 0.79 |
| Quantitative role overload (Time=1) | 5.35 | 6.83 | 0 | 30 | 0 | 0 | 1240 |  |
| Injunctive workplace norms (Time=1) | 0.72 | 0.87 | 0 | 4 | 2 | 0 | 1240 | 0.73 |
| Descriptive workplace norms (Time=1) | 0.29 | 0.5 | 0 | 3 | 2 | 0 | 1240 | 0.41 |
| Psychological distress (Time=1) | 5.05 | 3.44 | 0 | 15 | 1 | 0 | 1240 | 0.88 |

Note. SD=standard deviation; MIN=minimum; MAX=maximum; NOB=number of participants included in the calculation of summary statistics for at 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 proportion of participants having a missing value. For baseline ARP, ARP measured at early and late onboarding phase, NOB was restricted to only those participants who did not report (within the same survey) to have any drinking within the past month.