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 = While; 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 | — |  |  |  |  |  |
| 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* ≤ 0.10, \* *p* ≤ 0.05, \*\* *p* ≤ 0.01, \*\*\* *p* ≤ 0.001