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 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 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.