

Larissa (Lacie) Barber, PhD

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Lacie Barber is a dedicated educator and researcher in the field of occupational health psychology. Much of her research expertise falls in the area of employee well-being, as she is passionate about helping organizations create a psychologically healthy workplace for their workers. Her two main areas of research focus are on understanding how technology affects work-life balance issue exploring the role of employee health behaviors (especially sleep) on helping manage workplace stress. She is particularly interested in how organizations and employees can help optimize the benefits of workplace technology while reducing the psychological and behavioral costs of heightened connectivity. Her research on workplace

telepressure and well-being has received grant funding from the Society of Human Resource Management Foundation. She received an Early Career Achievement Award for exceptional early career contributions to the science of occupational health psychology. She is currently an Associate Editor at *Stress & Health* and on the Editorial Board at the *Journal of Occupational Health Psychology*, *Journal of Business and Psychology* and *Occupational Health Science*.

Escaping Inbox Captivity: Managing Technology for Better Employee Well-Being

Email is a vital technological tool that that increases worker flexibility, yet employees also report feeling captive to their inboxes. The felt pressure to respond quickly to work-related messages—workplace telepressure—has also been linked to poorer employee health and well-being. In efforts to reduce workplace telepressure, many companies have adopted “disconnection” policies that discourage employees from responding to work communications during certain hours. However, this approach raises a variety of questions. Does high connectivity always mean captivity? If employees already feel a loss of control, are policy restrictions the best solution? Is inbox captivity the core problem, or a symptom of a larger problem with team processes or organizational culture? Dr. Barber will cover the concept of workplace telepressure and psychological well-being perspectives that need to be considered when crafting solutions. She will review the limited research to date on evidence-based solutions for managing inbox captivity and discuss under-researched strategies people are already using in practice. Her goal is to bring together organizational practitioners and researchers to consider solutions beyond “disconnection” policies that can help employees escape inbox captivity and feel in control.