

Daniel O'Sullivan
UCL School of Management,
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Education

UCL School of Management, University College London	2021-Present
PhD Candidate, Management	
<i>Supervisors: Davide Ravasi (primary); Colin Fisher (secondary).</i>	
University of Oxford	
B.A. Economics and Management (First Class Honours)	2018-2021
<i>Said Foundation Prize for Best Finals Performance in Organizational Behaviour and Analysis</i>	

Research Interests

Future of work; Autonomy; Control; Meaningful work; Platform-based freelancing; Qualitative methods.

Publications and Papers Under Review

O'Sullivan, D. Selling out? How platform workers pursue meaningful work under external evaluation (R&R at *Academy of Management Journal*)¹.

O'Sullivan, D. & Ravasi, D. Putting the "free" in freelancing: Enacting autonomy in the platform economy (R&R at *Organizational Behavior and Human Decision Processes*)¹.

O'Sullivan, D. & Ravasi, D. (2026). Prompt-making and sensemaking: Using generative artificial intelligence to interpret empirical patterns in qualitative research. *Strategic Organization*. Advance online publication. <https://doi.org/10.1177/14761270261476963>

Kilduff, M. & O'Sullivan, D. (2026). Where's the theory contribution? An answer in four parts. *Organizational Psychology Review*, 16(1), 127-140.

Working Papers and Selected Research in Progress

O'Sullivan, D. What's the frame of the game? How workers respond to gamified control (Finalizing working paper for submission to *Administrative Science Quarterly*)¹.

O'Sullivan, D. The dependence paradox: How workers become dependent on voluntary work arrangements (Data analysis and final round data collection in progress).

O'Sullivan, D. & Fetzer, G. Nihilistic empowerment: The generative potential of meaninglessness at work (Manuscript in development for submission to *Academy of Management Review*).

O'Sullivan, D. Meta-feedback: How digital freelancers improve public evaluations by shaping clients' feedback (Second round data collection in progress).

O'Sullivan, D. The anti-work movement and the meaning of work (Initial conceptualization and data collection in progress).

¹ Paper part of doctoral dissertation.

Teaching

Managerial Decision Making (Core, UG):

Course co-lead with Dr Lucy Liu:	Fall 2025
<i>Course evaluation: 4.7/5</i>	
Seminar leader and teaching assistant for Dr. Verena Kraus	Fall 2024
<i>Personal evaluation: 5/5</i>	
Seminar leader and teaching assistant for Dr. Verena Kraus	Fall 2023
<i>Personal evaluation: 4.4/5</i>	
Seminar leader and teaching assistant for Dr. Tom Yan	Fall 2022
<i>Personal evaluation: 4.3/5</i>	

Qualitative Research Methods for Management (PhD)

Instructor: Case-study research; GenAI for qualitative theorization	Fall 2026
Teaching assistant for Prof. Davide Ravasi	Fall 2024

Organizational Behaviour (MSc)

Teaching assistant for Dr. Clarissa Cortland and Dr. Cydney Dupree	Spring 2025
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MSc Dissertation Supervision

2022-2023;
2021-2022

Presentations

Putting the "free" in freelancing: Enacting autonomy in the platform economy

Academy of Management Annual Meeting, Philadelphia	2026
Hertford College, Oxford University	2025
London OB Research Day, LSE	2023
Academy of Management Annual Meeting, Boston	2023
London OB Research Day, UCL	2022

Selling out? How platform workers pursue meaningful work under external evaluation

Academy of Management Annual Meeting, Philadelphia	2026
<i>Selected for the MOC Division's "Tuesday Coolness session", recognizing its "most innovative papers."</i>	
EGOS Annual Meeting, Bergamo	2026
Hertford College, Oxford University	2025
Creativity Collaboratorium, UCL	2024
Academy of Management Annual Meeting, Chicago	2024
EGOS Annual Meeting, Milan	2024

What's the frame of the game? Making sense of gamified control in platform work

Academy of Management Annual Meeting, Copenhagen	2025
EGOS Annual Meeting, Athens	2025
Hertford College, Oxford University	2025

Service

Reviewer

Academy of Management Journal – Ad-hoc	2023+
Journal of Management Studies – Ad-hoc	2026+
Organization Studies – Ad-hoc	2025+
Academy of Management Conference	2023+
<i>Best Reviewer Award, OB Division</i>	2026
<i>Best Reviewer Award, OB Division</i>	2025

Session Moderator

<i>No country for gig workers? Fairness, exploitation, and autonomy in platform work.</i> Academy of Management Annual Meeting, Copenhagen	2025
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Academic References

Davide Ravasi	Martin Kilduff	Colin Fisher
Professor & School Director	Professor	Professor
UCL School of Management	UCL School of Management	UCL School of Management
d.ravasi@ucl.ac.uk	m.kilduff@ucl.ac.uk	colin.fisher@ucl.ac.uk

Industry Experience

NHS Bury Clinical Commissioning Group	
Finance Officer	2017-2018