

Autumn L. Cabell (Randell)

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Education

Ph.D. in Education, *Concentration: Counselor Education and Supervision*, Virginia Commonwealth University, CACREP Accredited Program

Anticipated Graduation: May 2020

Dissertation: *A longitudinal study of the influence of a STEM career planning course and perceived stress on career search self-efficacy and retention in engineering undergraduate students*

Committee: Philip Gnilka, Ph.D.- (Chair), Kaprea Johnson, Ph.D., Diandra Prescod, Ph.D., Michael Broda, Ph.D.

M.A. in Education and Human Development, *Concentration: School Counseling*, George Washington University, CACREP Accredited Program

B.S. Psychology with honors, *Minors: Biology & Child Development*, Florida State University
Undergraduate Thesis: *The relationship of perinatal depression and maternal comorbidity on negative birth outcomes*

Committee: Heather Flynn, Ph.D.- (Thesis Director), Joedrecka Brown M.D., Thomas Joiner, Ph.D.

Certifications and Licensure

Licensure Eligible Most States

- Licensed Professional Counselor- Resident in Counseling (VA), #0704011516/0704012450
- Nationally Certified Counselor (NCC), #901843
- Strengths Basic Facilitator Training, Completed December 2019
- Certified Career Counselor (CCC), anticipated completion March 2020

Awards & Recognitions

- *Outstanding Doctoral Student Award*, Chi Sigma Iota- Omega Lambda Iota Chapter
- *2019 Richmond Area Counselors Association (RACA) Fellowship Award* (\$1000)
- *Holmes Scholar*, Selected Fall 2018
- *Student Travel and Professional Development Award* (\$400), Virginia Commonwealth University School of Education, December 2018; April 2018; September 2019

Line of Research

My line of research centers on the career development and mental health of underrepresented students. I examine how career development interventions improve underrepresented students' persistence in STEM and health sciences. My research aims to increase the representation of racial minorities in STEM and health science professions.

Publications

* indicates Principal Investigator

Refereed Publications

Lockeman, K., Dow, A., & **Randell, A.L.** (2019). Evaluating a budget-based approach to peer assessment for measuring collaboration among learners on interprofessional teams. *Evaluation & Health Professions*. <https://doi.org/10.1177/0163278719826227>

Randell, A.L. (In Press). Addressing the interpersonal skills gap in STEM: Counselor use of social justice, transformational leadership, and feedback to develop an engineering career ambassador program. *Virginia Counselors Journal*.

Lockeman, K., Dow, A., & **Randell, A.L.** (2019). Validity evidence and use of the Interprofessional Education Collaboration (IPEC) competency self-assessment, Version 3. *Journal of Interprofessional Care*. doi: 10.1080/13561820.2019.1699037

Book Chapters

Wheeler, N.J., **Randell, A.L.** (In Press). Grief and bereavement. In M. Shillingford & T. Gonzalez, (Eds.), *Demystifying the DSM-V for School Counselors*. San Diego, CA: Cognella, Inc.

Non-refereed Publications

Randell, A.L. (2019, October). Suicide awareness. *The Virginia Counselor Newsletter*, 2,8-9. Retrieved from https://cdn.ymaws.com/www.vcacounselors.org/resource/resmgr/newsletters/October_2019_-_VCA_Newslette.pdf

Randell, A.L. (2019, August). Counselors & the STEM crisis. *The Virginia Counselor Newsletter*, 1, 20-21. Retrieved from <https://drive.google.com/file/d/1cG1s-ANHT6WQDkzYPHZnqS79HDIRUYNs/view>

Manuscripts in Progress

***Randell, A.L.**, Gnilka, P., & Novakovic, S. (In Progress- writing manuscript). A social capital perspective: The role of perceived stress and resilience in predicting Black and Latinx students' networking and personal exploration self-efficacy

***Randell, A.L.**, & Gnilka, P. (In Progress- finalizing manuscript). Perfectionism and coping: The characteristics of work-related burnout in residential employees

***Randell, A.L.**, (In Progress- developing study and applying for funding). Assisting with the "STEM Crisis": How school counselors support underrepresented students' pursuit of STEM careers

Presentations

Refereed Presentations

National

- Cabell, A.L.** (2020, October). *A phenomenological study: How school counselors support underrepresented students in STEM*. Presentation submitted to the 2020 North Central Counselor Education and Supervision Conference, Omaha, NE.
- Cabell, A.L.** (2020, June). *Developing an engineering career ambassadors program: Social justice, transformational leadership, and feedback*. Poster accepted at the 2020 National Career Development Association Conference, Minneapolis, MN.
- Cabell, A.L.** (2020, June). *Promoting career development: A STEM career planning course, stress, and career search self-efficacy*. Presentation accepted at the 2020 National Career Development Association Conference, Minneapolis, MN.
- Randell, A.L.** (2020, February). *A preliminary analysis of the influence of a STEM career planning course and perceived stress on career search self-efficacy*. Poster at the 2019 Holmes Scholar Pre-conference at the American Association for Colleges for Teacher Education Annual Meeting, Atlanta, GA.
- Robinson, K., **Randell, A.L.**, Johnson, K., Crane, E., Livingston, A., Sarcinella, A., Gnilka, P. (2020, February). *Big Five Personality, depression, and anxiety: Tests of a social support mediation model in an LGBTQ+ college student sample*. Poster accepted to the 2020 American College Counseling Association Conference, Washington, D.C.
- Randell, A.L.**, Rutledge, M., Brookover, D., Dawson, M., Dockery, D., & Gnilka, P. (2019, October). *A quantitative study on the wellness in counseling students*. Poster at the 2019 Association for Counselor Education and Supervision Conference, Seattle, WA.
- Kozachuk, L., Weiss, A., **Randell, A.L.** (2019, October). *Suicidal ideation in clients with Autism: Strategies for supervising school counseling students*. Poster at the 2019 Association for Counselor Education and Supervision Conference, Seattle, WA.
- Randell, A.L.**, Kozachuk, L., Spears, N., Deitz, M. (2019, March). *Understanding suicide in young African Americans: Suicide theory & Kalief Browder*. Presentation at the 2019 American Counseling Association Conference & Expo, New Orleans, LA.
- Randell, A.L.**, Kozachuk, L., Deitz, M., Spears, N. (2019, March). *ACE, stress, resilience, & career search self-efficacy in minority college students*. Poster at the 2019 American Counseling Association Conference & Expo, New Orleans, LA.

Randell, A.L. (2019, February). *ACE, resilience, perceived stress, and personal exploration self-efficacy in undergraduate minorities*. Poster at the 2019 Holmes Scholar Pre-conference at the American Association for Colleges for Teacher Education Annual Meeting, Louisville, KY.

Deitz, M., Kozachuk, L., Rutledge, M., Spears, N., **Randell, A.L.**, & Gnilka, P. (2018, September). *A comparative analysis on longitudinal effects on anxiety and depression between college student-athletes and non-athletes*. Poster at the 2018 Assessment and Research in Counseling Conference, Richmond, VA.

Rutledge, M., Kozachuk, L., **Randell, A.L.**, Deitz, M., Spears, N., & Gnilka, P. (2018, September). *Multidimensional perfectionism and alcohol usage among college students*. Poster at the 2018 Assessment and Research in Counseling Conference, Richmond, VA.

Lockeman, K., Dow, A., **Randell, A.L.** (2018, April). *Validity evidence and use of the IPEC competency self-assessment, Version 3*. Paper at the 2018 American Educational Research Association Annual Meeting, New York City, NY.

Regional & State

Randell, A.L., (2019, March). *School counselors and the STEM Crisis: What school counselors can do to support underrepresented students' STEM potential*. Presentation submitted to the 2020 William and Mary and Virginia Commonwealth University Joint Research Symposium, Williamsburg, VA.

Randell, A.L., Deitz, M. E., Spears, N., Rutledge, M., Kozachuk, L., & Gnilka, P. B. (2018, October). *Employee burnout in youth residential facilities: Personality, stress, and coping*. Poster at the 2018 Southern Association of Counselor Education and Supervision Conference, Myrtle Beach, NC.

Spears, N. & **Randell, A.L.** (2018, October). *Developing emotional intelligence in counselors: A post traumatic slavery disorder lens*. Presentation at the 2018 Southern Association of Counselor Education and Supervision Conference, Myrtle Beach, NC.

Spears, N. & **Randell, A.L.** (2017, October). *Post traumatic slavery disorder: Looking back in order to move forward*. Presentation at Virginia Commonwealth University's 3rd Annual Social Justice Student Conference, Richmond, VA.

Anwell, N., Crist, J., & **Randell, A.L.** (2017, October). *Motivational interviewing and broaching social justice topics*. Presentation at Virginia Commonwealth University's 3rd Annual Social Justice Student Conference, Richmond, VA.

Randell, A.L. (2014, February). *The relationship of perinatal depression and maternal comorbidity on negative birth outcomes*. Poster at the Fourth Undergraduate Research Conference, Miami, FL.

Randell, A.L. (2014, April). *The relationship of perinatal depression and maternal comorbidity on negative birth outcomes*. Poster at the Fourteenth Annual Undergraduate Research Symposium, Tallahassee, FL.

Non-Refereed Presentations

Invited Guest Speaker/Lecturer

Randell, A.L. (2019, September). *Career counseling in higher education*. Student Services Course, Virginia Commonwealth University, Richmond, VA.

Randell, A.L. (2019, August). *Lunch panel: Positioning yourself for a Ph.D. program*. Virginia Commonwealth University Holmes Scholar Research and Mentorship Summit. Richmond, VA.

Randell, A.L., Brookover, D., Regal, R. (2019, August). *Developing wellness and time management skills*. Engineering Professional Development Course, Virginia Commonwealth University, Richmond, VA.

Randell, A.L. (2019, June). *Career counseling*. Professional Orientation and Ethical Practice in Counseling Course, Virginia Commonwealth University, Richmond, VA.

Randell, A.L. (2019, April). *Understanding suicide in young African Americans & an overview of adverse childhood experiences*. New York Outward Bound Schools. Long Island, NY.

Randell, A.L. (2019, January). *Burnout in residential facility employees*. Elk Hill Farms, Goochland, VA.

Randell, A.L. (2019, January). *Wellness and the career journey*. Engineering Professional Development Course, Virginia Commonwealth University, Richmond, VA.

Randell, A.L., Kozachuk, L. (2018, March). *Career search self-efficacy: ACE, stress, resilience, race*. Career Counseling Course, Virginia Commonwealth University, Richmond, VA.

Teaching and Supervision Experience

Adjunct Professor, Virginia Commonwealth University; Richmond, VA

- *Instructor of Record- CLED 405 A Survey of Career Counseling-3 credits* (Undergraduate Students), Spring 2020

Doctoral Instructor, Virginia Commonwealth University; Richmond, VA

- *Co-Instructor- CLED 602 Techniques in Counseling – 3 credits* (School Counseling; College Counseling & Student Affairs), Spring 2019
- *Co-Instructor- CLED 640/608 Practicum- 3 credits* (School Counseling; College Counseling & Student Affairs), Fall 2018

Freshman Interest Group Leader, Florida State University; Tallahassee, FL

- *Instructor of Record- Psychology: Freshman Interest Group- 1 credit, Fall 2013*

Funding

Project Title: *Assisting with the “STEM Crisis”: How School Counselors Support Underrepresented Students Pursuit of STEM Careers*

Date: submitted for review January 2020

Funder: Virginia Counseling Association Foundation

Amount: \$675

Role(s): Principal Investigator, **Randell, A.L.**- applied for funding for transcription services

Project Title: *Assisting with the “STEM Crisis”: How School Counselors Support Underrepresented Students Pursuit of STEM Careers*

Date: submitted for review December 2019

Funder: Virginia Association for Counselor Education and Supervision

Amount: \$500

Role(s): Principal Investigator, **Randell, A.L.**- developed a qualitative research project and applied for graduate student research grant with the support of a faculty adviser

Project Title: *Tech Talent Internship Pipeline (TTIP) VCU College of Engineering*

Date: September 2019

Funder: State Council of Higher Education for Virginia (SCHEV)

Amount: \$200,000 (Funded)

Role(s): Principal Investigator, Franklin Bost; Program Manager, Anita Taylor
Graduate Assistant, **Randell, A.L.** - assisted with reviewing, writing, and editing the grant proposal

Project Title: *The relationship of perinatal depression and maternal comorbidity on negative birth outcomes*

Date: October, 2014

Funder: Bess H. Ward Endowed Scholarship

Amount: \$500 (Funded)

Role(s): Principal Investigator, Heather Flynn, Ph.D.; Co-Investigator, **Randell, A.L.** – developed a sub-project supported by a larger grant; developed an itemized budget and applied for internal funding through the Bess H. Ward Endowment

Professional Experience

Mental Health Provider, Health Brigade; Richmond, VA, May 2019- present

- Provide individual counseling to a small caseload of clients from marginalized backgrounds.
- Maintain progress notes using the SOAP format.
- Attend weekly individual or group supervision.
- Administer screener assessments such as the PhQ-9 and the GAD-7.
- Collaborate in a multidisciplinary setting to maintain communication between clients' service providers.
- Make referrals to medical, employment, and outreach departments when appropriate.

Research Assistant, Dr. Kelly Lockeman, Virginia Commonwealth University School of Medicine Office of Assessment and Evaluation Studies; Richmond, VA, February 2018-present

- Assist with writing manuscripts on interprofessional collaboration.
- Improve the assessments used to evaluate interprofessional education competency (IPEC) and teamwork.
- Manage references in a shared database using Zotero.
- Meet with faculty in the Office of Evaluation regarding projects.
- Analyze data using SPSS.
- Transcribe interviews related to team development.

Career Advisor/Graduate Assistant, Virginia Commonwealth University College of Engineering Career Services; Richmond, VA, August 2018- Present

- Conduct career advising and mock interview appointments for over 150 students a semester.
- Lead presentations on engineering career-related topics and professional development.
- Assist with professional development courses; events such as career fairs, workshops, new student orientation, and employer visits.
- Develop and manage an undergraduate volunteer leadership program called Engineering Career Ambassadors.
- Edit grant proposals in order to help Engineering Career Services secure external funding.
- Manage platforms such as Handshake in order to post job positions, approve employers, schedule appointments with students, and maintain updated career resources for students.
- Maintain post-graduation employment data and complete other data-related tasks as needed.

Research Team Member and Coordinator, Dr. Philip Gnilka, Virginia Commonwealth University School of Education Department of Counseling and Special Education; Richmond, VA, September 2017-present

- Attend weekly lab meetings.
- Develop study ideas related to stress, coping, burnout and perfectionism.
- Design studies related to 1) the characteristics of burnout in employees at residential facilities 2) the impact of adverse childhood experiences, stress, and resilience on career search self-efficacy in minority college students.
- Submitted IRB for studies.
- Provide feedback to peers on project ideas.

- Create online surveys using RedCap.
- Manage projects on Samepage and edit reference database using Zotero.

Career Adviser, Virginia Commonwealth University Career Services; Richmond, VA, February 2018-August 2018

- Provided cover letter, resume, and personal statement feedback to undergraduate and graduate students.
- Offered in-person or phone appointments on career advising and mock interviewing.
- Utilized a CSO program to schedule appointments and handle student data.
- Met with approximately 15-20 students per week for either 30 minutes or 1-hour long appointments to set career goals and develop career plans.

Youth Counselor, UMFS Child and Family Healing Center; Richmond, VA, August 2017-September 2018

- Contributed to building a safe therapeutic environment for high risk youth ages 11-18.
- Developed psychoeducational group activities.
- Trained in and utilized MANDT restraints.
- Assisted with medication management.
- Supervised over recreational activities.
- Developed internal coping skills in youth using a solution focused approach.
- Completed daily treatment notes, q15 forms, and call logs.

Group Facilitator, Virginia Commonwealth University Division of Student Affairs; Richmond, VA, August 2017-December 2017

- Facilitated mandated group counseling sessions with college students who violated the university code of conduct using existential theory and SFBT.
- Created a safe space to challenge past behaviors in order to help student make more adaptive future choices.
- Provided psychoeducation on decision making, leadership, and ethics.
- Performed administrative tasks to maintain accurate sanction information.

Counselor Intern, Community Counseling Services Center; Washington, D.C., September 2016-May 2017

- Provided individual and career counseling to a multicultural population.
- Established rapport with clients to develop a collaborative therapeutic relationship.
- Maintained client-related paperwork such as referrals, client diagnostic records, state mandated forms, and progress notes according to the American Counseling association guidelines.
- Created counseling plans for long and short-term goals with clients.
- Administered mental health screenings, career assessments, and psychological assessments such as the BSI/SOS-10.
- Utilized as person-centered, acceptance and commitment, and cognitive behavioral therapeutic approaches.
- Participated in weekly triadic supervision.

School Counselor Intern, Columbia Heights Educational Campus: Bell High School;
Washington D.C. September 2016- May 2017

- Worked with African American and Latinx junior and senior students.
- Conducted SAT preparation and classroom visitations to promote comprehensive counseling goals with junior and senior students.
- Supported students applying to college by assisting with applications and helping complete the FAFSA
- Counseled students individually on topics related to post-secondary career planning and truancy.
- Facilitated town hall meetings with students and group counseling sessions for Junior girls.
- Assisted in scheduling, curriculum development, and administration duties.

School Counselor Intern, T.C. Williams High School; Alexandria, VA, January 2016- May 2016

- Counseled diverse population of students on individual career goals, family life, high school graduation goals, and class scheduling.
- Assisted fulfilling the administrative duties and disciplinary meetings.
- Co-facilitated group counseling sessions on anger.
- Attended meetings to align the high school counseling department with the ASCA national model and the RAMP process.

Directed Independent Study, Dr. Heather Flynn, Florida State University School of Medicine;
Tallahassee, FL, January 2013-August 2014

- Collected data for a pilot study on perinatal depression, travelled to North Florida Women's Care and gave PHQ-9 questionnaires to patients at the clinic on a bi-weekly basis.
- Notified a nurse or doctor if the patient responded to a question about suicidal ideation.
- Participated in electronic medical record extraction and entered sensitive patient information into SSPS.
- Provided ideas on ways to improve medical record forms and gave feedback on problems in the clinic and completed honors thesis.

Hotline Counselor, 211 Big Bend; Tallahassee, FL, September 2013-March 2015

- Documented calls on Helpline 211, Lifeline, and United Way.
- Conducted short term crisis counseling and information referrals.
- Counseled callers on topics such as: suicide, domestic violence, child abuse, sexual abuse, HIV, crisis and veteran's aid.

Memberships, Leadership, and Service

Memberships, Leadership, and Service in Professional Organizations

- Counselors for Social Justice (CSJ), June 2019-present
- Association for Multicultural Counseling and Development (AMCD), June 2019-present
- National Career Development Association (NCDA), January 2019-present
- American Association for Colleges for Teacher Education (AACTE)

- *Holmes Scholar*, October 2018-present
- Association for Counselor Education and Supervision (ACES), February 2018-present
 - VACES, October 2019-present
 - SACES, February 2018-present
 - *Conference Proposal Reviewer*, ACES 2019 Conference
 - *Conference Proposal Reviewer*, SACES 2018 Conference
- American Counseling Association (ACA), February 2017-present
 - *Conference Proposal Reviewer*, ACA 2019 Conference and Expo
 - Virginia Counselors Association (VCA), March 2019-present
 - *Newsletter Committee*, August 2019-present
 - Richmond Area Counselors Association (RACA), March 2019-present
 - *Graduate Student Board Member*, March 2019-present
- American School Counseling Association (ASCA), November 2015-present
- Chi Sigma Iota (CSI), Omega Lambda Iota Chapter (OLI), February 2017-present
 - *2019 Awards Reviewer, Outstanding Large Chapter Award, Outstanding Newsletter, and Outstanding Individual Program*
 - *CSI Counselor Community Engagement Committee Member*, June 2018- present
 - *OLI Chapter Newsletter Committee Chair*, August 2019-present
 - December 2019 The Rams Review
<https://drive.google.com/file/d/1FapHUczKnv3roZpJGOU5PgMxfJc3af7U/view?usp=sharing>
 - *OLI Chapter Service Chair*, September 2018- May 2019
- Zeta Phi Beta Sorority Incorporated, March 2014-present

Memberships, Leadership, and Service at Institution

- *Faculty Advisor, VCU Chapter of the National Society of Black Engineers*, September 2019-present
- *Conference Volunteer, VCU Holmes Scholars Fall 2019 Research and Mentorship Summit*, August 2019
- *Events Coordinator & Public Relations Chair, VCU Black Graduate Student Association (BGSA)*, September 2017-May 2018