

Mary B. McRae, Ed.D. is an associate professor of applied psychology in the Department of Applied Psychology, Steinhardt School of Culture, Education and Human Development at New York University. Presently, she teaches a course in Group Dynamics and Cross-Cultural Counseling. Her scholarship involves a psychoanalytic and systemic study of authority and leadership in groups and organizations with a focus on issues of difference such as race, ethnicity, gender, social class, and culture. Her work involves the study of experiential learning where participants learn by being actively engaged, while exploring interpersonal and group processes as they occur. She is a licensed psychologist with a small private practice. She has worked as a consultant doing group and organizational work nationally and internationally. Her publications include articles, chapters and a book titled *Racial Cultural Dynamics in Group and Organizational Life: Crossing Boundaries*. She received her Ed.D in counseling psychology at Teachers College, Columbia University.

From 1999 through 2011 she developed a series called *Working with Differences in Group and Organizational Life*, a temporary educational laboratory that was noted by the A. K. Rice Institute for the Study of Social Systems, the national group that brought this model of working to the USA, as the most innovative adaptation of the Tavistock model in working with issues of diversity. These conferences provided participants the opportunity to learn about authority and leadership as related to issues of difference. She has worked as a consultant and associate director for group relations conferences at the Tavistock Clinic in London. She has co-directed the international renowned Leicester Conference and she has been a consultant at other conferences in the United States, Britain, the Netherlands, and Peru. She has been a member of an international team of consultants at the International Management Development (IMD) business school in Switzerland, where she did consulting and executive coaching on leadership and team building with managers and executives from international corporations.

Relevant Publications:

- McRae, M. B. (2015). Group Dynamics in a Multicultural World. In *Counseling Across Cultures*, (7th Ed.) (pp.523-536). P. B. Pedersen, J. G. Draguns, W. J. Lonner, J. E. Trimble, & M. Scharrón-del Río (Eds.) Sage.
- McRae, M. B & Dias, S. I. (2014) In the Boardroom/Out of the Loop: Group and Organizational Dynamics. Marie Milville & Angela Ferguson, (Eds.) *Handbook on Race/Ethnicity and Gender in Psychology* (pp. 295-309), Springer
- McRae, M. B (2012). The best of both worlds. Room for Debate, Being Alone Together, New York Times, February 12, 2012.
<http://www.nytimes.com/roomfordebate>
- McRae, M. B.& Short, E. L. (2010). *Racial Cultural Dynamics in Group and Organizational Life: Crossing Boundaries*. Los Angeles, CA: Sage.
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