

Mary B. McRae, Ed. D.

Mary B. McRae is a recently retired New York University professor of Applied Psychology, where she taught courses in Group Dynamics and Multicultural Counseling for 27 years. Her scholarship involves a psychoanalytic and systemic study of authority and leadership in groups and organizations with a focus on issues of difference related to social identities (race, ethnicity, gender, social class, culture, and sexual orientation) and occupational roles.

She has directed and worked on staff of Group Relations Conferences in the United States and internationally, including co-director of the Leicester Conference. She has published a book, an educational video and many articles and book chapters focusing on racial and cultural dynamics in group and organizational life. She currently is in private practice as a psychotherapist and she does executive coaching and group facilitation. She is a fellow and affiliate in the A. K. Rice Institute for the Study of Social Systems and a member of the New York Center for the Study of Groups, Organizations and Social Systems.

Some Publications:

- McRae, M. B. (2015) *Group Dynamics in a Multicultural World* (Educational video). Alexander Street Press. http://wp.nyu.edu/group_dynamics/
- 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. & Short, E. (2010). *Racial Cultural Dynamics in Group and Organizational Life: Crossing Boundaries*, Los Angeles, CA: Sage.
- McRae, M. B., Green, Z., & Irvine, B. (2009) The World Event: A New Design for Study of Intergroup Behavior in Group Relations Conferences. *Organisational and Social Dynamics*, 9, (1), 43-65.
- McRae, M. B. & Green, Z. (2009). A World of Difference: Lessons and Innovations on the Study of Race, Authority, and Identity. In E. Aram, R. Baxter & A. Nutkevitch, *Adaptation and Innovation: Theory, Design and Role Taking in Group Relations Conferences and their Applications*, Karnac.
- McRae, M. B., Kwong Arora, A. & Short, E. L. (2007). Racial Dialogue among Women: A Group Relations Theory Analysis. *Organisational and Social Dynamics*, 7 (2), 211-233.
- McRae, M. B. (2004). How do I Talk to You, My White Sister? Center for Gender in Organizations Commentaries, No. 2. Simmons School of Management.