

also provided support for progressive students' organizations, such as the Black Student Union and students opposing the war in Vietnam. He was also a principal leader of the successful organizing drive for the statewide United Faculty of Florida and became its first statewide president.

In 1975, Norman married Dale Stratford, and after Norm retired from UF in 2000, they moved to Atlanta, where Norm joined Congregation Bet Haverim and their Tikkun Olam ("repair the world") social justice committee. During this period, Norman sought to combine his academic research with his political perspectives in papers that described the ways in which interpersonal communication patterns may inadvertently support either hierarchical or solidary forms of social relationships.

This work continued after moving to Asheville, NC, in 2016.

In 2019, Norman published a brief "academic and political memoir of a working class Jewish American" entitled For Solidarity/Against Hierarchy, opening with memories of his father's support for workers' rights, union organizing, and supporting strikers. Through most of his life, Norman had built those memories into a passion for a solidary society and the fight against injustice - in his teens joining a movement to help build the State of Israel after WWII, as a professor building a statewide teachers' union and supporting workers' and students' rights, in retirement working with local organizations in Gainesville, Florida and Atlanta, Georgia to institute local and statewide living wage policies.

Norm graced family and friends with his openness and warmth, a welcoming smile and his wonderful humor. He was always truly present and kind. He was proud of his sons and their wonderful families, and loved them all deeply, as he did his extended family.

He was the best and truest friend to his wife Dale and was her love. He offered so much to so many - his memory is cherished, and he will be mourned forever in our hearts. We will always love you, Norman.