

October 29, 2025

The Bowie State Philanthropy Initiative Welcomes Mr. Norman E. Clark to the BSUPI Board of Advisors

Norman E. Clark is a dedicated leader in philanthropy, committed to advancing equity and strengthening nonprofit organizations that serve Black communities in Chicago. As the Director of Chicago African Americans in Philanthropy (CAAIP) and founder of 3CEEEs Consulting Strategies, Norman works at the intersection of philanthropy, nonprofit capacity-building, and workforce development.



With a background in personnel management, team development, and multi-million-dollar budget oversight, Norman transitioned from a successful career in luxury retail to focus on addressing systemic barriers to opportunity. In 2019, he founded 3CEEEs Consulting Strategies, a boutique firm specializing in employment strategies and job development for under-resourced youth. Through this work, he has helped bridge the gap between philanthropy and grassroots organizations, fostering collaboration for lasting impact.

Norman's expertise lies in guiding foundations and nonprofit leaders to develop sustainable strategies, ensuring that funding reaches those who need it most. Splitting his time between Chicago and Washington, D.C., he partners with philanthropic organizations to drive equitable investments in Black and Brown communities, working to create lasting change through strategic philanthropy and community engagement.

"We are extremely pleased that Norman is joining us," said Dr. James Hyman. "His experience, skills, talents and unwavering commitment to our work, will help us to expand and sustain our efforts to prepare BSU graduate students for careers in philanthropy and nonprofit management."