



Designing & Implementing a Sustainable Mission-Driven Compensation System

Who: Heads of School, Chief Financial Officers, Board Chairs, Business Managers, and Development Directors

Presenter: Cliff Kling

When: Wednesday, December 2nd from 10:00 a.m. to 11:00 a.m.

Where: Virtual on Zoom

Register [HERE](#)

The slide deck and recording will be available to registrants after each webinar

Session Description:

Faculty and staff compensation is in sharp focus as the world of work continues to evolve in dramatic ways. How can schools attract and retain quality teachers with record numbers of teachers leaving the profession and colleges reporting declines in education majors? How can schools compete for staff in a changing labor market? This session will explore how to create a faculty and staff compensation system that is consistent, effective, and mission-driven. Topics include: types of salary systems, evaluation, professional growth, benefits, and implementation of a new system.

About Cliff Kling:



Cliff Kling, J.D. is Mission & Data's Senior Executive Compensation and Leadership Strategist. Cliff brings a unique background and skill set to his work having practiced public accounting with KPMG as a CPA, practiced law with a large law firm, served 13 years as Chief Financial Officer and General Counsel of an independent school, and served 11 years as President of two independent schools, including the fifth largest NAIS school, Gulliver Prep in Miami, FL with an enrollment of 2,230 students. Cliff has also served on numerous boards.

Given his broad experience, he understands executive and faculty compensation from many perspectives: legal, accounting and tax, school budget constraints, the board's fiduciary and stewardship responsibilities, and from knowing well the challenges of sitting in the head's seat. Cliff graduated from Georgetown University where he majored in accounting, and he earned a Juris Doctor from the University of Mississippi School of Law.

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