## Support Branch Substantive Areas (Code Sets)

Substantive Areas represent the second highest organizational level within the ALA UPBMS Codes and are designed to be easily and independently identifiable.

Each Substantive Area represents a single code set that contains a logical grouping of Processes. Below is a description of each Substantive Area followed by a summary of the Processes each contains.

## Administrative Support (AS) Classification

**AS10 Document Services**

Producing and reproducing documents.

Processes within this Substantive Area:

AS10.10 Document Creation

AS10.15 Document Management

AS10.20 Document Reproduction

**AS15 Docket Services**

Court filing, litigation searching, docket maintenance, company and business name searching, property and title searching, and notary services.

Processes within this Substantive Area:

AS15.10 Court Services

AS15.15 Docket Maintenance

AS15.20 Name or Entity Searches

AS15.25 Notary Services

AS15.30 Property Services

**AS20 Communication Services**

The coordination and management of electronic and telecommunication systems.

Processes within this Substantive Area:

AS20.10 Electronic Communications Services

AS20.15 Telecommunications Services

AS20.20 Facsimile Services

**AS25 Meetings Coordination**

The planning, management and support of meetings.

Processes within this Substantive Area:

AS25.10 Meeting Logistics

AS25.15 Meeting Setup

AS25.20 Meeting Support

**AS30 Travel Management**

The planning, management and support of travel activities.

Processes within this Substantive Area:

 AS30.10 Travel Planning

 AS30.15 Rewards Program Management

 AS30.20 Preferred Travel Vendor Management

 AS30.25 Group Travel Management

 AS30.30 Travel Readiness Management

**AS35 Facilities Management**

Processes that encompass multiple disciplines intended to ensure functionality of the built environment by integrating people, place, process and technology.

Processes within this Substantive Area:

 AS35.10 Operations and Maintenance

 AS35.15 Lease Administration

 AS35.20 Real Estate and Property Management

 AS35.25 Environmental Stewardship and Sustainability

**AS40 Mail and Messenger Services**

The handling of mail or deliveries. It includes the review of incoming mail, processing of incoming and outgoing mail, shipping, and internal and external deliveries (excludes court runs).

Processes within this Substantive Area:

 AS40.10 Delivery Services

 AS40.15 Mail Processing and Review

## Finance (FN) Classification

**FN10 Credit and Collections**

The accumulation of transactions (time keeping), the presentation of transactions for payment (billing), and the collection and recording of receivables.

Processes within this Substantive Area:

 FN10.10 Service Pricing

 FN10.15 Invoicing (Billing)

 FN10.20 Accounts Receivable

 FN10.25 International Finance

 FN10.30 Banking Relationships

**FN15 Financial Operations**

General accounting and financial operations.

Processes within this Substantive Area:

 FN15.10 Accounts Payable

 FN15.15 General Accounting

 FN15.20 Trust Accounts

 FN15.25 Payroll Administration

**FN20 Financial Planning**

Processes related to budgeting, forecasting, financial analysis, reporting and audit services. Entails analyzing short-term and long-term money flows to and from an organization to optimize profits and make the best use of available funds.

Processes within this Substantive Area:

 FN20.10 Budgeting

 FN20.15 Forecasting

 FN20.20 Financial Analysis

 FN20.25 Financial Reporting

 FN20.30 Audit Services

 FN20.35 Capital Management

**FN25 Tax and Compliance**

Meeting all reporting, tax, and business operation requirements.

Processes within this Substantive Area:

 FN25.10 Tax and Reporting Services

 FN25.15 Regulatory and Compliance Monitoring

 FN25.20 Business Insurances

## Human Resources (HR) Classification

**HR10 Recruitment and Selection**

Processes related to searching for and obtaining a pool of potential candidates with the desired knowledge, skills and abilities necessary to effectively conduct the business of the legal operation. Includes processes necessary to effectively facilitate the selection of the most appropriate candidates to fill job vacancies against defined position descriptions and specifications. Affirmative Action, Equal Employment Opportunity and Diversity regulations, programs and policies are integrated into these activities.

Processes within this Substantive Area:

 HR10.10 Staffing Management

 HR10.15 Recruitment Strategy

 HR10.20 Applicant Recruitment

 HR10.25 Eligibility Review and Certification

**HR15 Compensation and Benefits**

Various forms of direct and indirect employee compensation used to attract, recognize and retain workers. It includes designing and administering benefits such as paid leave, insurance, retirement plans and various employee services, as well as various benefits mandated by international, federal, state and local laws and regulations.

Processes within this Substantive Area:

 HR15.10 Compensation Programs

 HR15.15 Insurance Programs

 HR15.20 Retirement Programs

 HR15.25 Non-Compensation Programs

 HR15.30 Mandated Programs

**HR20 Employment Relationship Management**

Analyzing, developing, implementing and administering the employer-employee relationship. Includes assessing the relationship; managing employee performance; ensuring that relations with employees comply with applicable international, federal, state and local laws and regulations; and resolving workplace disputes.

Processes within this Substantive Area:

 HR20.10 Counseling/Performance Management

 HR20.15 Performance Systems

 HR20.20 Engagement

 HR20.25 Diversity/Inclusion Awareness

**HR25 Training and Development**

Teaching or developing any skills and knowledge that relate to specific useful and/or required competencies. This may include new hire job training, technology competency, soft skills enhancement, professional development/regulatory compliance education, or employment-related required training.

Processes within this Substantive Area:

 HR25.10 Program Development

 HR25.15 Delivery

 HR25.20 Assessments

 HR25.25 Plan Development and Monitoring

**HR30 HR Consulting**

Processes anticipated to help the organization manage and retain valuable employees, and to increase or maintain control over employment issues.

Processes within this Substantive Area:

 HR30.10 Policy Management

 HR30.15 Staffing Management

 HR30.20 Global Human Resources

 HR30.25 Resource Planning

 HR30.30 Employment Advisory Services

 HR30.35 Labor Relations

 HR30.40 Safety and Security

## Business Development (BD) Classification

**BD10 Product (Service) Development**

The creation of products with new or different characteristics that offer new or additional benefits to the customer. Product development may involve modification of an existing product or its presentation, or formulation of an entirely new product that satisfies a newly defined customer want or market niche.

Processes within this Substantive Area:

 BD10.10 Competitive Intelligence

 BD10.15 Business Intelligence (BI)

 BD10.20 Product Analysis

 BD10.25 Product Refinement

**BD15 Sales**

Interpersonal and public interactions with prospects and customers to promote collective or individual abilities, educate regarding specific services being offered or sought, and obtain commitments to acquire said services.

Processes within this Substantive Area:

 BD15.10 Sales Strategy

 BD15.15 Sales Forecasting

 BD15.20 Relationship Development and Management

 BD15.25 Proposals

 BD15.30 Client and Relationship Management

**BD20 Marketing**

Communication of the value of a product, service or brand to customers or consumers for promoting or selling that product, service, or brand.

Processes within this Substantive Area:

 BD20.10 Listings and Directories

 BD20.15 Honors and Awards

 BD20.20 Database Management (CRM)

 BD20.25 Graphic Design

 BD20.30 Content Management

 BD20.35 Public (Community) Relations

 BD20.40 Media Relations and Strategy

 BD20.45 Event Planning and Management

## Information Technology (IT) Classification

**IT10 IT Services**

Processes and practices that gauge the end-to-end delivery of IT solutions rather than their development. These processes measure the operational efficiency of a solution in meeting the service level expectations of the end-user and how technical IT manages these systems to deliver the desired service level.

Processes within this Substantive Area:

 IT10.10 IT Solution Development

 IT10.15 User Support Services

**IT15 IT Infrastructure**

The composite hardware, software, network resources and services required for the existence, operation and management of an enterprise IT environment.

Processes within this Substantive Area:

 IT15.10 IT System Integration

 IT15.15 Computer/Copier Management

 IT15.20 Peripheral Management

 IT15.25 Network Management

## Leadership and Management (LM) Classification

**LM10 Organizational Management**

The responsibilities of leadership in relation to the performance of the organization, including those of senior executives. There is a focus on relationships and critical areas of organizational functioning that should be led by members of the leadership team as individuals. These activities also identify the senior level operations that underpin peak organizational performance, including governance, risk, strategy, finance and management relations.

Processes within this Substantive Area:

 LM10.10 Strategy

 LM10.15 Culture

 LM10.20 Governance Policies and Assurances

 LM10.25 Performance Monitoring

 LM10.30 Risk Standards

**LM15 Operational Management**

The design, execution, and day-to-day control of personnel and other resources for producing and delivering desired goods and services that support the organization's business strategy.

Processes within this Substantive Area:

 LM15.10 Personnel Management

 LM15.15 Policies and Procedures

 LM15.20 Strategic Alignment

 LM15.25 Information Management

 LM15.30 Industry Surveys

 LM15.35 Procurement

 LM15.40 Supplier Relationship Management (SRM)

**LM20 Investor (Owner) Relations**

Interaction between leadership and investors (owners). This is the inward focus leadership needs to consider in carrying out leadership responsibilities. It reflects moves that directly affect shareholder or company value.

Processes within this Substantive Area:

 LM20.10 Communications

 LM20.15 Monitoring

 LM20.20 Analysis

**LM25 Leadership Relations**

The practices governing the management and operation of the leadership team. Activities encompass organization and roles, procedures and process, and legal standards.

Processes within this Substantive Area:

 LM25.10 Organization and Roles

 LM25.15 Procedures and Process

 LM25.20 Legal Standards

**LM30 Stakeholder Relations**

Interaction between leadership and non-owner stakeholders (customers, management, employees, government, and the community). This is the outward focus leadership need to consider in carrying out leadership responsibilities. It reflects moves beyond shareholders to a broader range of stakeholders.

Processes within this Substantive Area:

 LM30.10 Spokesperson Selection

 LM30.15 Goals and Objectives

 LM30.20 Planning

 LM30.25 Implementation

**LM35 Strategic Initiatives**

The means through which a vision is translated into practice. Collections of finite-duration discretionary projects and programs, outside of the organization's day-to-day operational activities, that are designed to help the organization achieve its targeted performance.

Processes within this Substantive Area:

 LM35.10 Knowledge Management

 LM35.15 Information Governance

 LM35.20 Organizational Development

**LM40 Tactical Initiatives**

The means through which a strategy is translated into practice. Collections of short to mid-duration discretionary projects and programs, outside of the organization's day-to-day operational activities, that are designed to help the organization achieve its targeted performance.

Processes within this Substantive Area:

 LM40.10 Process Improvement (Lean/Six Sigma)

 LM40.15 Project Management

 LM40.20 Risk Management

 LM40.25 Emergency Preparedness

 LM40.30 Business Continuity

**Questions?**

For further information about the ALA UPBMS or the public comment process, please contact: *alaupbms@alanet.org**.*