HERUG 2003
Development status

Jürgen Hollberg, SAP AG
IBU Public Sector
Overview

From single module to solution – how did the HER solution evolve

HERUG development requests – an overview and summary

Development outlook – what is new
Evolution of the HER solution: The early FM days

The product
- Product development in R/3 started in 1993, using prior experience gathered in R/2 and the Project System
- The focus at that time was purely on accounting
- The design used 3 master data account assignments (organizational, nature of expenditure, source of funds)
- Process chains were recorded from reservation to payment
- First active availability control was only offered in IS-PS, not in FM
- Business process design assumed that
  - Offering FM account assignments in the standard coding block is sufficient
  - Updating FM in a similar timing like CO is ok

The first customers
- went live in 1995 (HERUG members!)
- planned to use FM, but started with IS-PS
Evolution of the HER solution: PSM today

A whole mySAP Higher Education & Research solution has been defined, where Public Sector Management (PSM) is just one part:

- Accounting
- Logistics
- Human Resources
- Cross application functions
- and of course, Campus Management

FI, CO, AA, FM, ...
MM, SD, CRM, SCM, ...
HCM
RM, GM

With this solution and customers spread around the world, the HER market is not a just a niche position for SAP.
# Higher Education & Research

<table>
<thead>
<tr>
<th>Organization Management</th>
<th>Decision Support &amp; Data Warehousing</th>
<th>Budget Formulation</th>
<th>Budget Execution</th>
<th>Financial Accounting</th>
<th>Managerial Accounting</th>
<th>Revenue Management</th>
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<tbody>
<tr>
<td>University Marketing</td>
<td>Market Research &amp; Analysis</td>
<td>Campus &amp; Program Marketing</td>
<td>Marketing Program Management</td>
<td>Management of Auxiliary Services</td>
<td>Recruitment &amp; Prospect Service</td>
<td>Alumni Services</td>
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<tr>
<td>Student Management</td>
<td>Recruitment &amp; Admission</td>
<td>Student Record &amp; Registration</td>
<td>Student Receivables</td>
<td>Financial Aid &amp; Sponsoring</td>
<td>Student Portal</td>
<td>Student Housing</td>
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<tr>
<td>Studies Management</td>
<td>Academic Program Development</td>
<td>Class &amp; Examination Planning</td>
<td>Ressources &amp; Scheduling</td>
<td>Academic Advising &amp; Career Placement</td>
<td>Learning Architecture</td>
<td>Media Services</td>
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<td>Records Management</td>
<td>Record/Case &amp; Workflow Definition</td>
<td>Workflow Execution</td>
<td>Workflow Monitoring</td>
<td>Records Lifecycle Management</td>
<td>Information Retrieval</td>
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<td>Material &amp; Services Support</td>
<td>Procurement Process Management</td>
<td>Inventory Management</td>
<td>Facility Management</td>
<td>Reimbursable Services</td>
<td>Goods &amp; Services Sales &amp; Distribution</td>
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<td>Business Support</td>
<td>Cash Management &amp; Treasury</td>
<td>Property Management</td>
<td>Real Estate Management</td>
<td>Travel Management</td>
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</table>
Evolution of the HER solution: Our vision

Together with user groups like HERUG, SAP wants to work on further completing its solution. This includes inclusion of completely new aspects into the focus as well as enhancing existing functionality.

Part of this process for SAP is to present new developments and discuss development requests.

One example of where SAP is looking for further feedback is the topic of validity of central accounting assumptions:

- Company code as unit of balance
- Symmetry between revenue and expenditure processing
Overview

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HERUG development requests: Summary

Based on last years discussions, all requests ever communicated to SAP have been collected in a spreadsheet. It includes

- Initial year HERUG requested a development
- SAP response (to start with, from today's point of view for all existing requests)
- Release information if a solution is available
- Key HERUG contacts for the request

From here on, HERUG is invited to

- Check completeness
- Suggest enhancements to this overview
- Decide on ownership
**HERUG development requests: Highlights**

<table>
<thead>
<tr>
<th>Year of request</th>
<th>Request title</th>
<th>Status</th>
<th>Release</th>
</tr>
</thead>
<tbody>
<tr>
<td>1998</td>
<td>Multiple assignments</td>
<td>Development started in 1999, solutions available on a 'by country‘ basis since 2001</td>
<td>4.6C</td>
</tr>
<tr>
<td>1998</td>
<td>PO parking</td>
<td>developed</td>
<td>EA-PS 1.10</td>
</tr>
<tr>
<td>Year of request</td>
<td>Request title</td>
<td>Status</td>
<td>Release</td>
</tr>
<tr>
<td>-----------------</td>
<td>------------------------------------------</td>
<td>--------------------------------------------------------------------------------------------------</td>
<td>------------</td>
</tr>
<tr>
<td>1998</td>
<td>Improved report writing functionality</td>
<td>Report Writer for FM was rejected by SAP due to budget application design. Available for BCS budgeting tool</td>
<td>EA-PS 2.0</td>
</tr>
<tr>
<td>1999</td>
<td>Structural funds center authorizations</td>
<td>Rejected for immediate development due to impact on existing customers. Group authorizations included now. General idea kept for future development</td>
<td>EA-PS 1.10</td>
</tr>
<tr>
<td>1999</td>
<td>CO report enhancements</td>
<td>CO enabled for fund &amp; functional area.</td>
<td>EA-PS 1.10</td>
</tr>
<tr>
<td>1999</td>
<td>FM account assignment history</td>
<td>New derivation tool supports date dependent assignments. Documentation still an issue</td>
<td>EA-PS 1.10</td>
</tr>
</tbody>
</table>
**HERUG development requests: Highlights**

<table>
<thead>
<tr>
<th>Year of request</th>
<th>Request title</th>
<th>Status</th>
<th>Release</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>Integration of resources</td>
<td>Rejected due to high effort and maintenance status. Suggested for new X-Apps technology</td>
<td></td>
</tr>
<tr>
<td>2000</td>
<td>Alternative reporting hierarchies</td>
<td>Available for Report Writer reporting. Possible with new BCS budgeting. No development for former budgeting system</td>
<td>EA-PS 1.10</td>
</tr>
<tr>
<td>2000</td>
<td>Intellectual property management</td>
<td>Not accepted for voting in 2000 due to out-of-scope decision. New joint evaluation needed</td>
<td></td>
</tr>
</tbody>
</table>
HERUG development requests: Future procedure

Timing
- Based on last two years experience, SAP takes decisions in the March/April timeframe.
- HERUG meetings therefore come too late to influence current year planning.
- Ideally, first content ideas should be available to SAP in January.

Cooperation
- For all requirements with a legal base, cooperation with the SAP country organization is vital, cooperation with country user groups is recommended.
- SAP would also like to find a platform for discussions important to SAP.
Overview

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Development outlook – what is new
What is the 'new' release?

- SAP Enterprise with EA-PS 1.10 is available since January 2003
- EA-PS 2.0 development close was April 16, the ramp-up phase will start middle of September 2003, an unrestricted availability is foreseen for January 2004

- For Grants Management and Campus Management specifics, please refer to the specialized agenda topics
What is included: Details

Funds Management

- As announced last year, EA-PS 1.10 includes all features of FI-FM and IS-PS previously existing
  - Support for four master data account assignments
  - 3-level funds commitment documents
  - Workflow for budget documents
  - AVC with cover pools
  - ...
- 2 more master data account assignments, funded program and grant, have been added
- For the initial 4 master data account assignments, a subdivision into substrings is supported
- Budget Control System (BCS) as the new budget execution tool has been rolled out
  - Support for true budget documents
  - Flexible budget structure and user interface
  - Improved performance due to changed data model: No hierarchical data storage
  - Budget releases supported with EA-PS 2.0
  - Totals-based RIB supported with EA-PS 2.0
  - Multi-year AVC supported with EA-PS 2.0
What is included: Details

Funds Management (cont.)

- The year-end procedure has been improved and adapted in multiple ways
  - Carry-forward of open items and budgets for open items can now be run together as one job, saving considerable time
  - With EA-PS 2.0, carry-forward makes use of the derivation tool to allow more flexible rules. Old rules can still be called from the derivation tool, reducing the effort necessary when upgrading

- Budget ID
  From EA-PS 2.0 on, Budget ID is a new and flexible way to reflect budget execution spanning time stretches different than a fiscal year
  - Budget ID is encoded in master data nomenclature, for example fund
  - No carry-forward needed when budget id is used
  - Budgeting support (in BCS only) is not changed
  - AVC considers all budget for this account assignment, regardless of fiscal year

- Budgetary ledger
  With EA-PS 2.0, budget transactions and commitments as recorded in FM in addition can be posted to G/L accounts enabling a completely new way of reporting
What is included: Details

Accounting
- Applications have been enhanced to comply with GASB rules 34&35 (applicable to US Public Universities)
  - Fund & Functional area in Controlling and Asset Accounting
  - Balanced document generation (Business Area and Fund) and legal reporting (balance sheet, P&L) based on Special Ledger

Human Resources
- Account assignment infotypes have been adapted to enable accounting compliance with GASB rules
  - Fund & Functional area in infotypes
  - Leading assignment for this scenario are the CO objects (funds center is derived)
  - ->
HR Public Sector

Country Dependent

New - in process

Country Independent

Position Budgeting & Control

Shift Management
Position Budgeting & Control

Available in Addon EA-HR 1.10 as restricted shipment for ramp-up customers.

Development located in Walldorf/Germany

Development areas include –

- Commitment Processor as an event triggered process that is running in the background (No additional input of data necessary)
- Usage of Personnel Cost Planning and Payroll Simulation to determine required budget for personnel expenditures
- Creation of encumbrances in Funds Management, Controlling, Grants Management
- In case of messages (e.g. missing budgets in Funds Management) during the process, a responsible user can be addressed via workflow. Depending on the message, an individual responsible can be determined
- Processor has an open architecture, any module of the Processor can be replaced
- Personnel Cost Savings/ Salary Savings
HR Public Sector

Country Dependent

Country Independent

Position Budgeting & Control

Shift Management

SAP AG 2003, Development status, Juergen Hollberg / 22
The university hospital is, in addition to Hospital Charite in Berlin, the biggest hospital in Germany:

- 33 clinics, 9 institutes and 11 departments
- 2650 beds
- 480,000 medical treatments every year (ambulance & stationary)
- >9000 employees
  - among them ca.1500 nurses working in the clinic Großhadern

Installation of SAP R/3 – HR since 1996 on release 4.0B:
### Change Target Plan: Overview

**Period: September 2001 / Chirurgie**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position...</th>
<th>Plan...</th>
<th>Pro...</th>
<th>Length of service of employee</th>
<th>SA 01</th>
<th>SU 02</th>
<th>MO 03</th>
<th>TU 04</th>
<th>WE 05</th>
<th>TH 06</th>
<th>FR 07</th>
<th>SA 08</th>
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<tbody>
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<td>Andreas Agassi</td>
<td>Pflegekraft</td>
<td>01.01.2001</td>
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<td>FR</td>
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<td>Mike Eskimo</td>
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<td>Stephanie Grafe</td>
<td>Pflegekraft</td>
<td>01.01.2001</td>
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<td>SP</td>
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</tr>
</tbody>
</table>

### Abbreviations

- **FZ**
- **FR**
- **F2**
- **S5**
- **SP**
- **NA**
- **N0**
- **TY**
- **BD**
- **BW**
- **K**
- **U**
- **T**

**Shifts**

- **FR** 07:00 - 16:30
- **SP** 14:30 - 22:00
- **BD** 21:30 - 07:30

**Qualifications**

- **Tgtact.**
- **Examiniert**
- **Hilfspflege**

**IDs**

- **4/0**
- **1/0**
- **3/0**
- **2/0**
- **1/0**

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The Best-run Businesses Run SAP

SAP AG 2003. Development status, Juergen Hollberg / 24
What is included: Details

Logistics

- Versioning for POs was implemented in standard with R/3 Enterprise 1.10
- IBU to put stronger focus on EBP for further enhancements

Other

- The IBU Media developed an Intellectual Property Management (IPM) based on CRM 4.0 for their customer base. So far, no evaluation of fit for the HER market has taken place.
Content Value Chain

Licensor

Original Content Creation

License

Licensor/Licensee

Use Content for Media Products

Sell License for usage of Content

Sell License for usage of Content

Use Content for Media Products

License

Licensor/Licensee

Sell License for usage of Content

Use Content for Media Products

Sell License for usage of Content

License

Original Product Development / Content License Sales

- Composers
- Authors
- Actors
- Photographer

Content Packaging Secondary Product Development
IPM Components and Integration in mySAP.Com

Intellectual Properties
- IP (Rights)
  - License
  - Service

Content Mgmt Sys e.g. MIPD (R/3 PS)

Media Company

Contracts
$1 BP
$2 IP/PR
$3 ...
Acquisition:
- Service
- Rights
- License

Rights Inventory

<table>
<thead>
<tr>
<th>IP ID1:</th>
<th>IP Name; Content link</th>
<th>Contract ID; IP Rights</th>
</tr>
</thead>
<tbody>
<tr>
<td>Territory, Format, Term, Options, Blocks</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

IP ID n: ....

Statement Royalties
Outgoing Royalties
IP Right 1
IP Right2
Service

Royalty Calculation

A/R Invoice
Product 1
License 1
IP Right 1

License Sale
IP Rights
- Categories
- Term - Runs

Licensee

Business Partner
Rights Holder

Product Sale
IP Rights
- Categories
- Term - Runs

Business Partner

mySAP CRM

my SAP Financials, Billing Engine, BI, HR

Actual Data (Distributors, 3rd Party)
Thank You
Backup slides
HR in Public Sector
HR-PS Solution for United States

Developed and delivered in 4.0B for pilot customer. Available in standard
Developers located in Palo Alto and in Washington DC

Development areas include –

- Non resident payroll (PY)
- US saving plans (Benefits)
- US Saving Bonds (Benefits)
- EEO reporting (Reporting)
- Cost distribution functionality (PY)
- Sick leave donation (PT)
- Deferred pay (PY)
- Nature of Action Processing (PA)
- EEO complaint tracking (PA)
First HR-PS Solution developed and delivered in 1996 for pilot customer German Post. Available in standard

Developers located in Walldorf

Development areas include –

- Additional Data on Basic Pay (PA, PY)
- Family-Related Data, Child Allowance (PA, PY, Reporting)
- Special Payments- Christmas and vacation bonus (PA, PY)
- Deferred payment (PA, PY)
- Service types (PA, PY, Reporting)
- Supplementary Pension Fund (PA, PY, Reporting)
- Official Housing (PA, PY)
- Rehabilitants (PA, PY)
- Pension payment (PA, PY)
- Leave, maternity and sick pay (PA, PT, PY)
- Partial retirement (PA, PY, PT)
- Public Sector Statistics (PA, PY, Reporting)
- Interface KIDICAP
New Development ‚Versorgungsadministration‘

First Solution developed and delivered in April 2003 for pilot customer German Post. Start with availability for 4.6C as add-on.

Developers located in Walldorf, Singapore, Bangalore, Palo Alto

Development areas include –

- pension administration for German public servants
- process workbench engine
- pension adjustment for German public servants
- notifications via smart forms
- pension payroll for German public servants
- all rules regarding to German law
HR-PS Solution for Australia

Developed and delivered in October 1999 for pilot customer. Available in standard

Developers located in Singapore

Development areas include –

- Higher duty allowance (PA, PY)
- Superannuation (PA, PY)
- Tax (Reporting)
- Ad-hoc payment (PA, PY)
- Increments (PA, PY, Reporting)
- Equity and diversity (PA, Reporting)
- Termination and redundancy module (PT)
- Leave advance payment (PA, PY)
- Long Service Leave payment (PA, PY)
- Prior service (PA, PT, PY)
- Leave processing (PA, PT, PY)
HR-PS Solution for United Kingdom

Available in standard

Developers located in Walldorf, Nice and UK.

Development areas include –

- Multiple Employment (PA, PY)
- OSP/OMP (PY)
- Interface to HESA (Higher Education Statistical Agency) (Reporting)
- Car mileage calculation (PA, PY, Reporting)
HR-PS Solution for France

Available in standard.

Developers located in Nice

Development areas include –

- Administrative Position (PA)
- Flexible part time schemes (PA, PY)
- Seniority calculation and Promotion (PA, PT, PY)
- HR PS payroll France
HR-PS Solution for Singapore


Developers located in Singapore

Development areas include –

- PS Payroll Singapore (PA, PY)
- Personnel particulars (PA)
- Leave schemes (PT, PY, Reporting)
- PS efficiency bar (PA, PY)
- Letter of appointment (PA, Reporting)
- Staff suggestion scheme (PA, Workflow, Reporting)
- Cabinet CV (Reporting)
- Bonus payment (PY, Reporting)
- Pension (PA, Reporting)
HR-PS Solution for Austria

Available in standard.

Developers located in Walldorf

Development areas include –

- Social Insurance calculation (PA, PY, Reporting)
- Public Sector Payroll (PY)
- Pension Increments (PA, PY, Reporting)
- Advanced Payments (PA, Reporting)
- Higher Duty Allowance (PA, PY)
HR-PS Solution for Belgium

Controlled availability from 4.6C as add-on.

Developers located in Nice

Partner development taken over into standard

Development areas include –

- Seniority calculation and promotion process
- Masterdata for Belgium payroll