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CONNECTED24

Creating Our Future

What's Next for Student Success?



One Reason to Be Optimistic

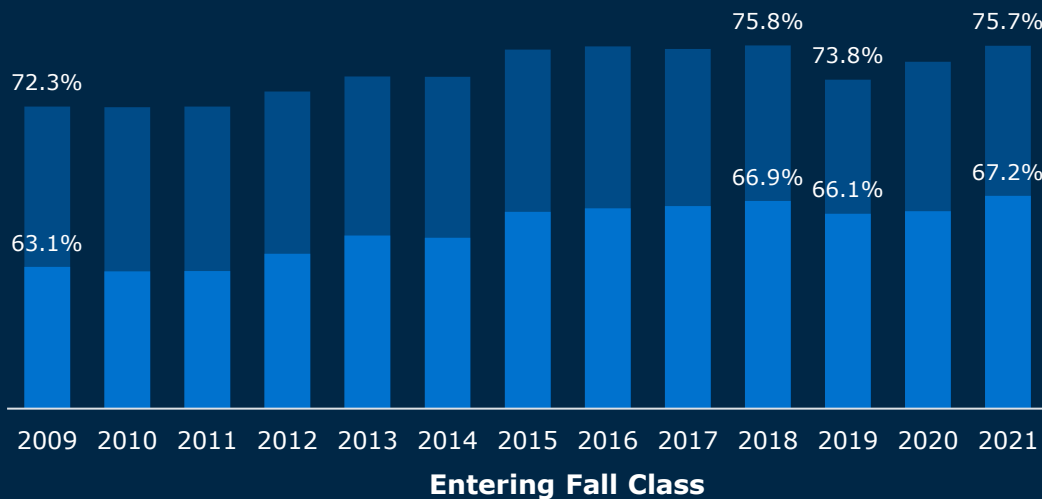
Student Success Efforts Have Never Been More Effective

Return for a Second Year

- At any school (Persistence)
- At first school (Retention)

The Before Times

Pandemic and Beyond

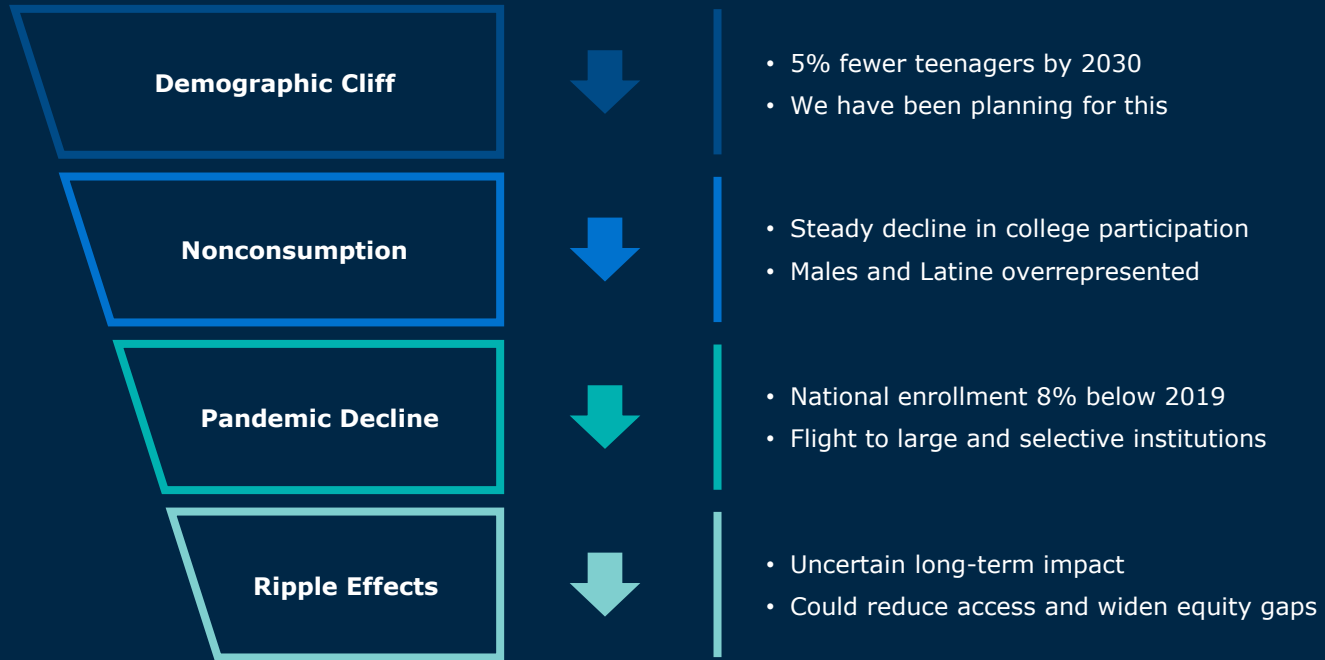


Retention is still below 2018 levels for some key groups:

- Hispanic/Latine
- Native American
- Part-time starters
- Two-year students
- Age 25+ at entry

Why Study the Future?

How Do We Make Strategic Plans in an Uncertain Environment?



1

Futurism 101

2

Drivers of Our Future

3

Four Possible Futures

4

Guiding to Our Preferred Futures

Professional Certificate in Foresight[Professional Certificate in Foresight](#)[Foresight Seminar](#)[Meet the Instructors](#)[Registration](#)**Contact Information****Andy Hines, PhD**Email: ahines@uh.edu**PROFESSIONAL CERTIFICATE IN FORESIGHT**<https://www.houstonforesight.org/>

Houston Foresight

<https://www.houstonforesight.org/>

BASELINE

The system moves forward along its current trajectory. This is the “official future” and usually considered most likely.

ENERGY MARKET EXAMPLE:
Fossil fuels remain the primary source for the power grid with incremental “clean” and renewable energy growth.

COLLAPSE

The system falls apart under the weight of “negative” forces.

ENERGY MARKET EXAMPLE:
Hackers takeover the energy grid and people live without power.

TRANSFORMATION

The system is discarded in favor of a new one with a new set of rules.

ENERGY MARKET EXAMPLE:
Global policy changes ban fossil fuels and all energy is “clean” and renewable.

NEW EQUILIBRIUM

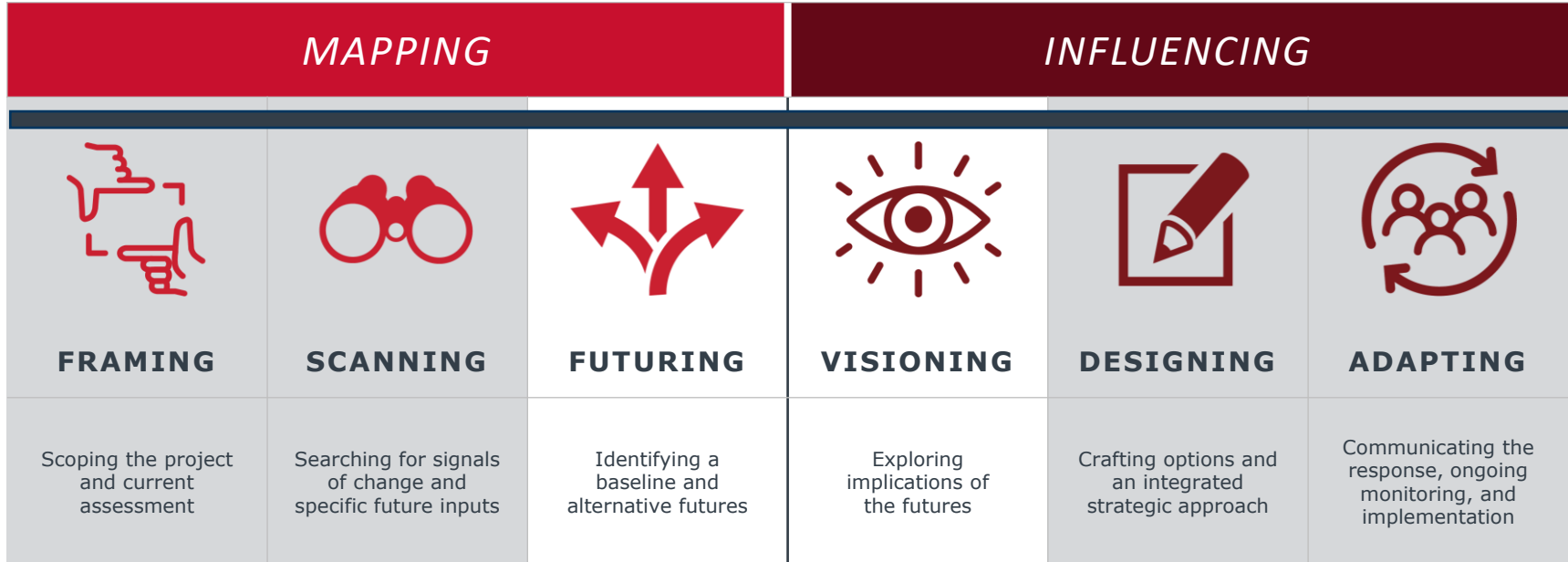
The system reaches a balance among competing forces that is significantly different from the current balance.

ENERGY MARKET EXAMPLE:
Market demand for renewable energy overtakes fossil fuels, which are only used to supplement during peak demand periods.



Houston Foresight

The “Framework Foresight” Methodology



Source: A. Hines

<https://www.houstonforesight.org/>

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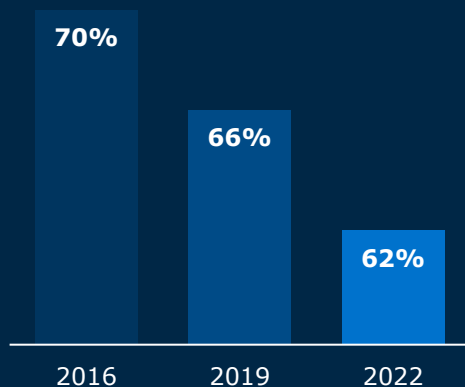
Guiding to Our Preferred Futures

DRIVER 1: College Value

Nonconsumption Rises Even as Value Remains Strong

Recent HS Grads Less Likely to Enroll

College-Going Rate of Recent High School Grads, Bureau of Labor Statistics



Beyond the Headlines, College Fundamentals Are as Strong as Ever



Wage Premium Near a Decades-Long High [\[Aspen\]](#)



Net Cost Down 4% Since 2019 [\[Brookings\]](#)



Most Borrowers Owe Less than \$25k [\[Fed\]](#)

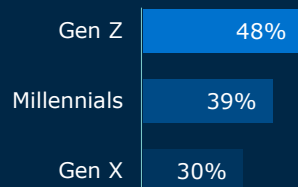


Liberal Arts Majors Catch Up to STEM by Age 40 [\[NYT\]](#)

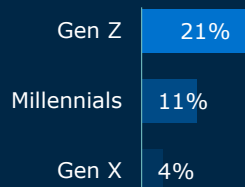
DRIVER 2: Evolving Demographics

How Have Students Changed?

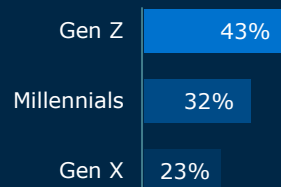
Racial or Ethnic Minority



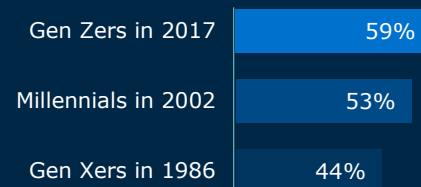
Identify as LGBTQ



Parent Went to College



Enrolled in College



Post-pandemic Change in Age Profile

Enrollment, Spring 2019–2023



-10%

**Undergrads
over 24**



15%

**Dual Enrollment
(under 18)**

DRIVER 3: Mental Health

Student Wellness Is Now the Biggest Threat to Retention

Needs Doubled in the Last Decade

Healthy Minds Survey

Anxiety

17% 2013
36% 2023

Depression

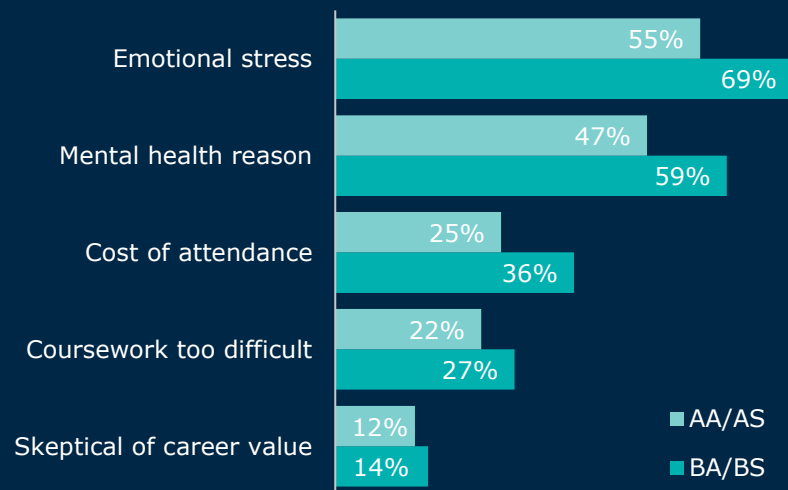
22% 2013
41% 2023

Therapy

19% 2013
36% 2023

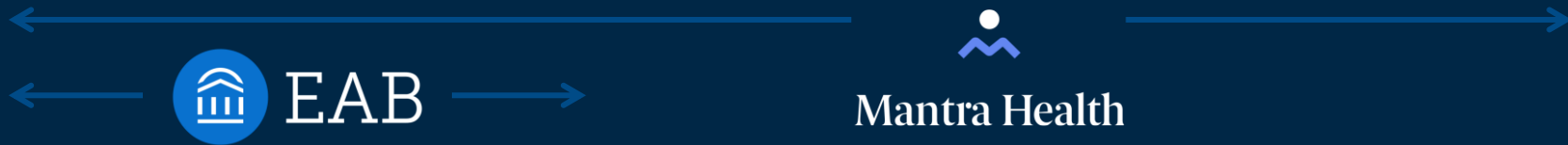
Why Are Students Considering Stopping Out?

Fall 2022 Gallup/Lumina Survey, multiple responses allowed



Stepped Care Mental Health Strategy

Comprehensive Care Scaled to Need



DRIVER 4: Academic Preparation

An Unseen Threat Below the Surface...



Read more

College Entering Classes

Fall 2023
College first-years



Fall 2027
Ninth-graders

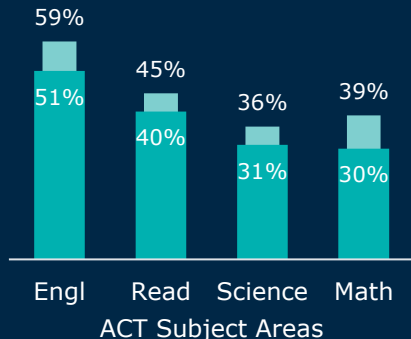


Fall 2031
Fifth-graders



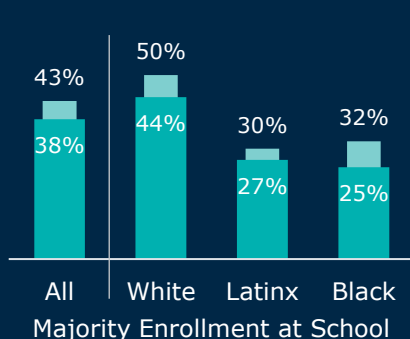
ACT College Readiness Among 2023 HS Grads

■ 2019 ■ 2023



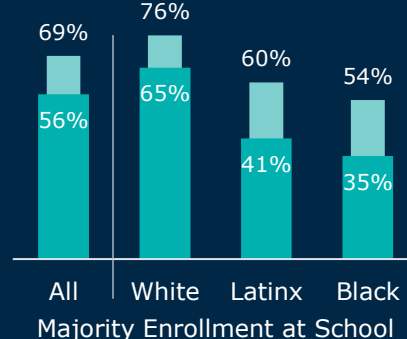
On Pace for College Math in 8th Grade (i-Ready)

■ 2019 ■ 2023



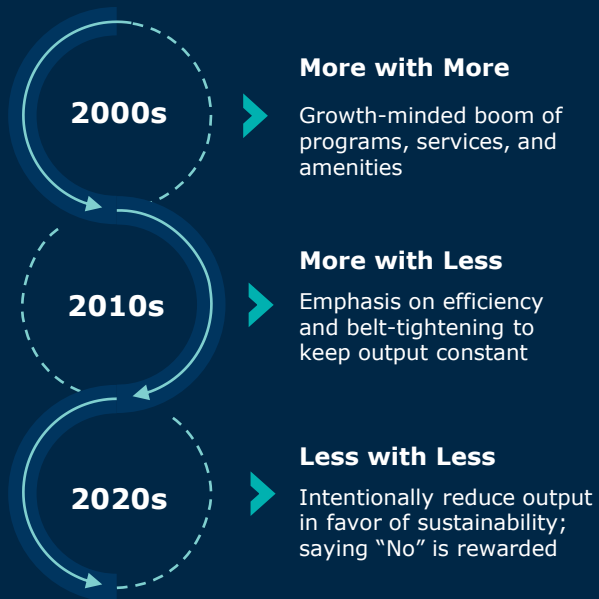
On Pace for College Math in 4th Grade (i-Ready)

■ 2019 ■ 2023

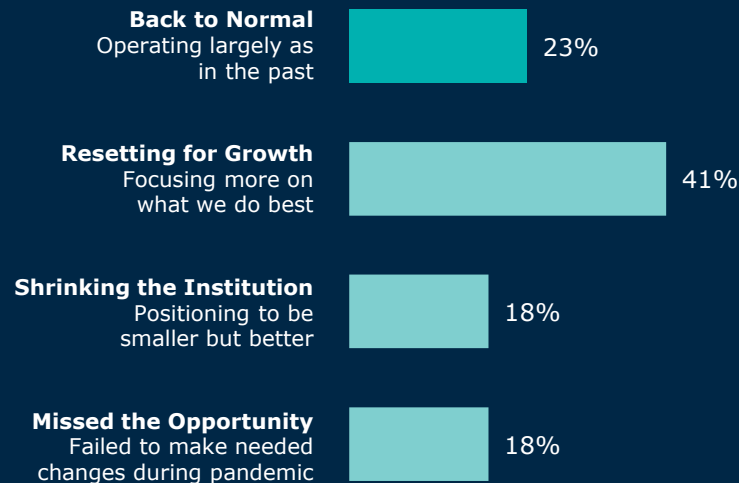


DRIVER 5: Sustainable Scope

Moving to “Less with Less” May Improve Quality and Experience



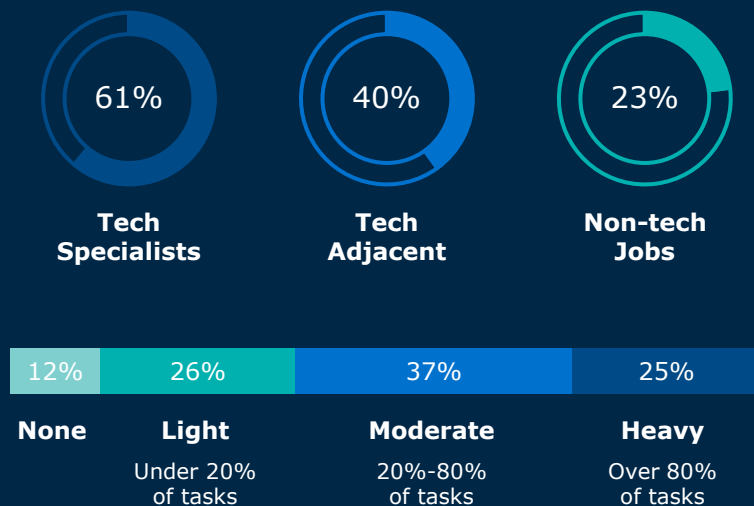
How CBOs Describe Their Situation and Positioning



DRIVER 6: Artificial Intelligence

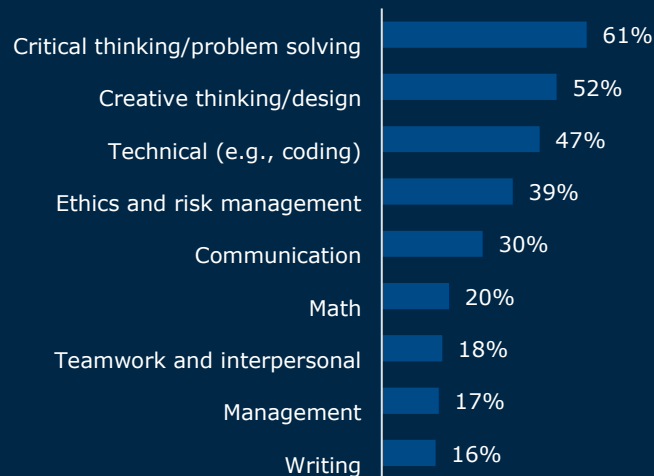
The Fastest Ever Adoption of a New Technology

Anticipated Workforce Use of AI in 2028
by Sector and Intensity



What Skills Will AI Workers Need?

Share of Employers Ranking Skill in Top Three for AI



Considering the Implications

First-Order Changes

College
Value



?

Evolving
Demographics



?

Student
Mental Health



?

Academic
Preparation



?

Sustainable
Scope



?

Artificial
Intelligence



?

Think of **one** changing trend that stood out to you

Considering the Implications

First-Order Changes

College Value



Misalignment in public perception of value

Evolving Demographics



Fewer first-gen students?

Student Mental Health



Emergence of high-quality external partners

Academic Preparation



Fewer students meet STEM requirements

Sustainable Scope



"Less with Less"

Artificial Intelligence



Vast majority of workers using AI by 2028

Think of **one** changing trend that stood out to you
(these are some ideas if you are stumped)

Learn More About Future Drivers at CONNECTED



Monday 10:45 a.m.

AI and the Future of Higher Ed

Afia Taseem
Senior Director



Tuesday 8:00 a.m. **KEYNOTE**

Why Equity Efforts Matter for the 21st-Century Workforce

Subha Barry
President, Seramount



Monday 1:00 p.m.

Strategic Differentiation: Understanding Student Personas

Christina Hubbard
Senior Director



Tuesday 9:30 a.m.

Building Belonging for Black and Latino Males

Angela Street
Director



Monday 2:30 p.m.

State of the Sector: Reckoning with Relevance

Sally Amoruso
Chief Partner Officer



Tuesday 9:30 a.m.

Expanding Mental Health Supports

Nathaan Demers
Director of Strategic Partnerships,
Mantra Health



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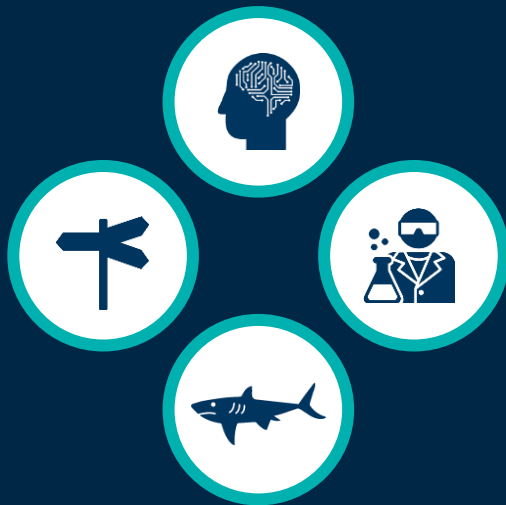
Guiding to Our Preferred Futures

Imagining Our Futures

Four Plausible Scenarios

Baseline Legacy Mindsets

New urgency pushes rapid change



Primary Drivers for This Scenario

-  College Value
-  Evolving Demographics
-  Student Mental Health
-  Academic Preparation
-  Sustainable Scope
-  Artificial Intelligence

Legacy Mindsets

Our Baseline Future: Keeping Pace With Breakneck Change

Headlines from the Future

2024

"Over Half of CBOs Say Finances Are Worsening" [1]

2027

"NAEP 'Lost Generation of Learning' Reaches College" [3]

2030

"Demand for Mental Health Counselors Up 13% Since 2017" [5]

2026

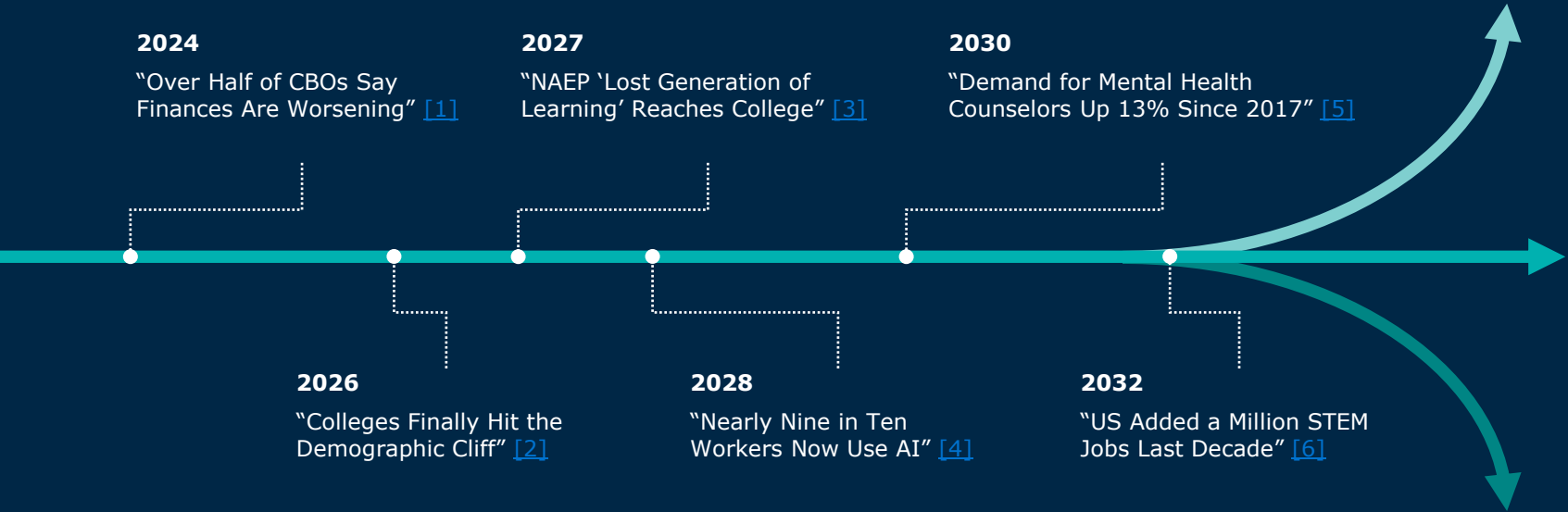
"Colleges Finally Hit the Demographic Cliff" [2]

2028

"Nearly Nine in Ten Workers Now Use AI" [4]

2032

"US Added a Million STEM Jobs Last Decade" [6]



Imagining Our Futures

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Collapse School Is Out

Math shark leads to the downfall of society

Primary Drivers for This Scenario

-  College Value
-  Evolving Demographics
-  Student Mental Health
-  Academic Preparation
-  Sustainable Scope
-  Artificial Intelligence

School Is Out

Our Collapse Future Is...



SHARKNADO

Fewer undergrads qualify for STEM, Health, and Business majors

1

Faculty concern rises, further straining morale

3

Social inequity rises as college equity gaps reopen

5

Discouraged students leave college and enrollments fall

2

Employers struggle to hire, and public skepticism rises

4

Shortage of diverse knowledge workers impacts long-term economic competitiveness

6

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New Equilibrium The New Specialists

Hyper-differentiation accelerates innovation

Primary Drivers for This Scenario



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Student Mental Health



Academic Preparation



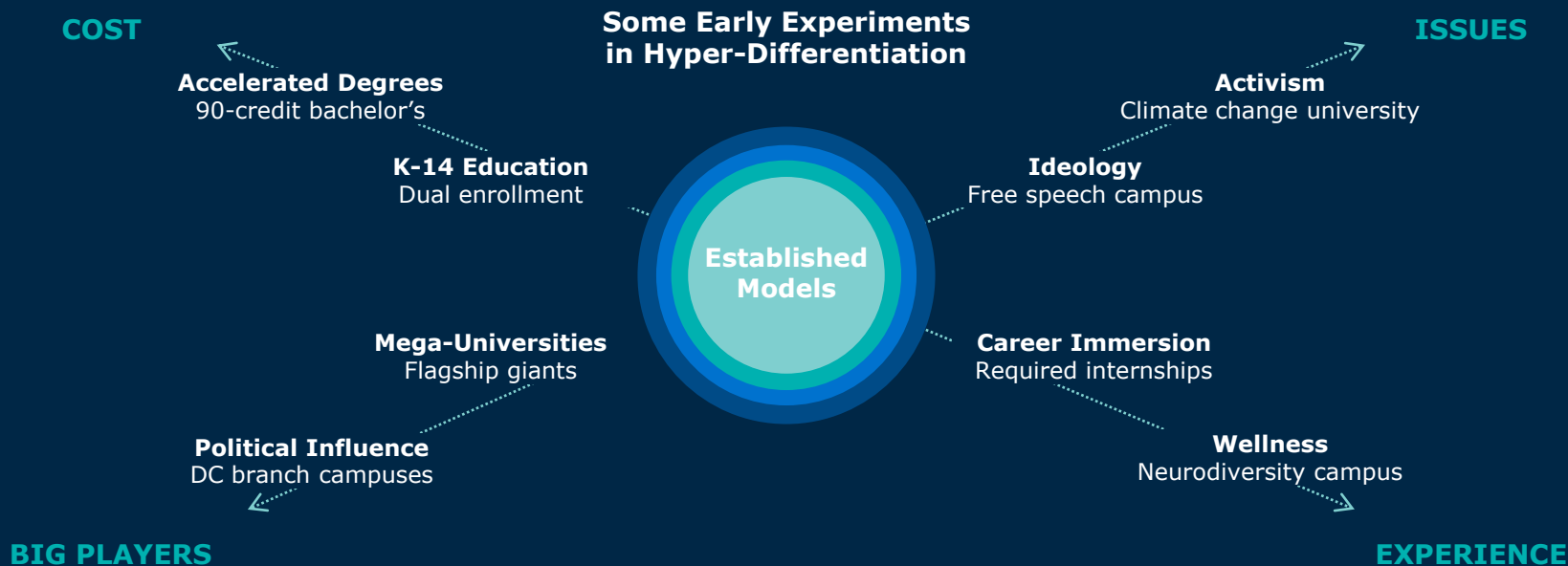
Sustainable Scope



Artificial Intelligence

The New Specialists

Our New Equilibrium Future Is Hyper-Differentiation



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Transformation Student-Centered U

Personalized college delivered at scale



New Equilibrium The New Specialists

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Primary Drivers for This Scenario



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Academic Preparation



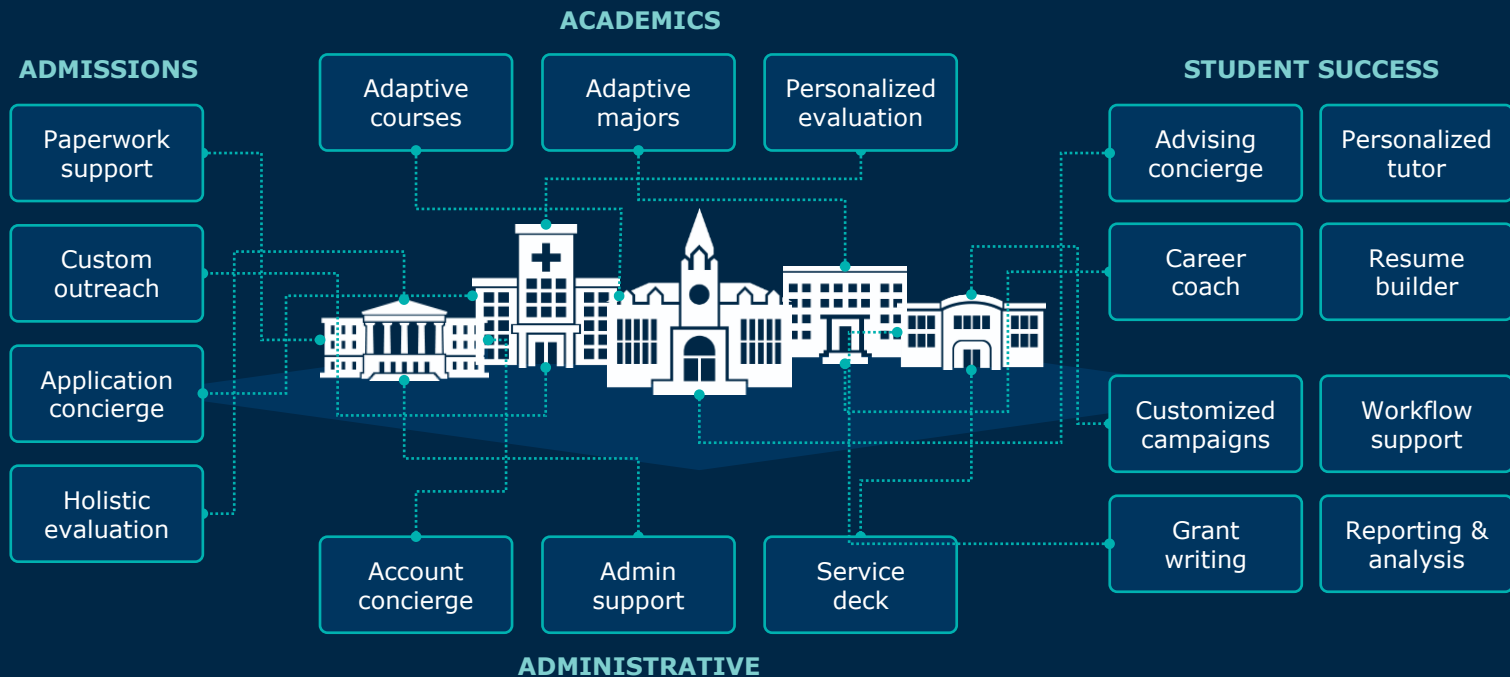
Sustainable Scope



Artificial Intelligence

Student-Centered University

Our Transformation Future Is Hyper-Personalized by AI





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Academic Preparation

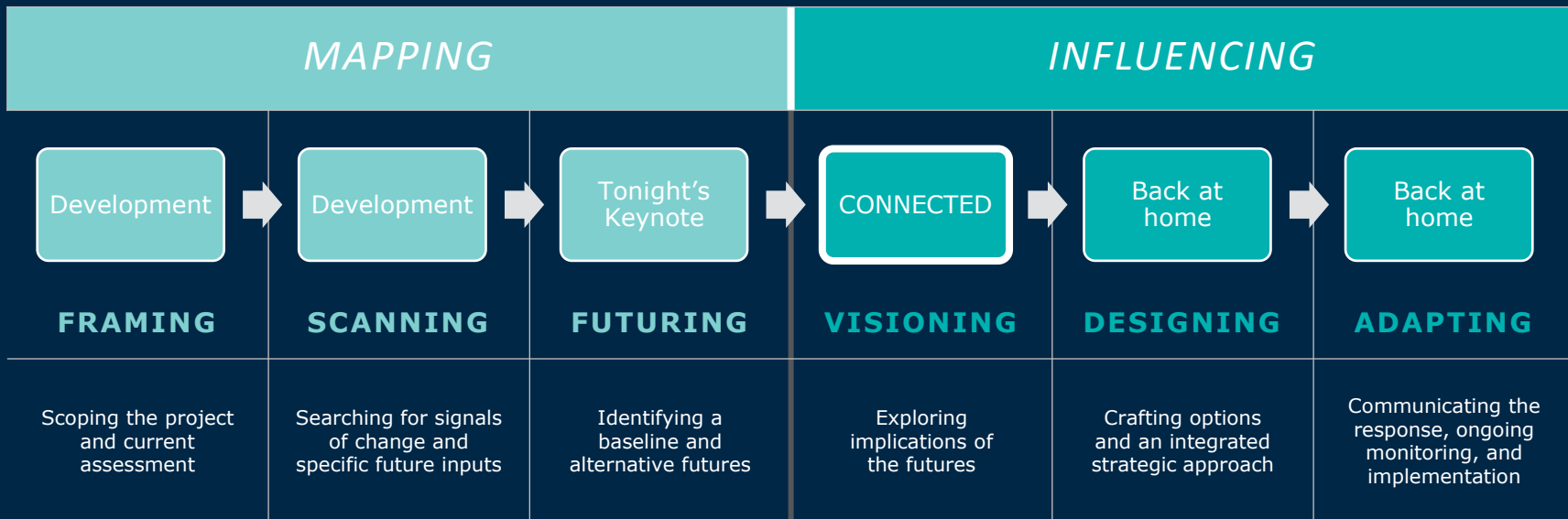


Sustainable Scope



Artificial Intelligence

The Future Doesn't Happen to Us... We Happen to the Future.



Considering the Implications

Second-Order Changes

College
Value



?

Evolving
Demographics



?

Student
Mental Health



?

Academic
Preparation



Fewer students
meet major
requirements

Sustainable
Scope



?

Artificial
Intelligence



?

Think of **two** secondary changes
and discuss at the reception

Selective
majors downsize

Program
requirements
change

Academic support
innovates with AI



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Managing Director

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