

**THE REGENTS OF THE UNIVERSITY OF CALIFORNIA  
MEETING AS A COMMITTEE OF THE WHOLE**

March 12, 1998

The Regents of the University of California met on the above date in the McCune Conference Room, Humanities and Social Sciences Building, Santa Barbara campus.

Present: Regents Chandler, Hotchkis, Khachigian, Levin, McClymond, Ochoa, Preuss, and Soderquist

Inattendance: Regent-designate Miura, Secretary Trivette, General Counsel Holst, Provost King, Senior Vice President Kennedy, Vice President Darling, Chancellor Yang, and Recording Secretary Nietfeld

The meeting convened at 8:20 a.m. with Chairman Khachigian presiding.

**1. PUBLIC COMMENT PERIOD**

Chairman Khachigian explained that the Board had been convened as a Committee of the Whole in order to permit members of the public an opportunity to address University-related matters or items on the day's agenda. The following people addressed the Board concerning the item noted.

***Item 1, Committee of the Whole: Long Range Development Plan Update***

- A. Mr. Hugh McGuire, an undergraduate advisor at the Santa Barbara campus, believed that the campus was oversubscribed and urged the campus to restrict undergraduate admissions.
- B. Mr. Brian Trautwein from the Environmental Defense Center, which represents the Audubon Society, suggested that the LRDP Amendment pertaining to the North and West Campus Housing project was inconsistent with the California Coastal Act and therefore could not be certified by the California Coastal Commission. The proposed LRDP Amendment could allow development in areas designated as environmentally sensitive habitat, which is prohibited by the Coastal Act.
- C. Ms. Linda Krop from the Environmental Defense Center suggested that there should have been a local hearing on the LRDP Amendment prior to action taken by The Regents at its January 1998 meeting. She charged that inadequate notice had been given to interested groups and individuals for today's public comment period.
- D. Mr. Mike Wondolowski, President of Citizens for Goleta Valley, noted that it is critical that long-range planning for the campus receive community input because such planning

directly affects the larger community. He reported that Citizens for Goleta Valley is concerned about environmental impacts on the Devereux Slough area as well as inadequate mitigations for the effects of the proposed housing project on infrastructure in the Goleta area.

- E. Mr. Richard Frickman, a student at the Santa Barbara campus, reported that the community wants to save the coastal wetlands, especially because the Devereux Slough has one of the highest concentrations of birds in the country. If five hundred housing units are built in this area, there will be a negative impact on the bird population.
- F. Mr. Eric Cardenas, Chair of the Associated Students Environmental Affairs Board, suggested that there was no need to build housing units on environmentally sensitive habitat because low- and middle-income housing is being built in Goleta. He reported that in a 1995 survey less than half of the faculty responding expressed an interest in living in University-owned housing. Mr. Cardenas believed that any new housing should be used to accommodate students.
- G. Mr. Ron Hirst, a board member of the Audubon Society, suggested that the campus administration did not appreciate the sensitive nature of the Devereux Slough habitat. He noted that the Society would be interested in studies which quantify the amount of sedimentation and run-off in the area and how they will progress in the future.
- H. Ms. Jessica Sheeter, a student at the Santa Barbara campus, urged the campus to locate the faculty housing project south of the golf course.
- I. Mr. Lee Moldaver, Vice President of the California Audubon Society, realized that in a community with high housing costs, innovative approaches are needed to attract and retain the best faculty. The Audubon Society, which has a 75-year partnership with the UC system in research and public management, believes that the campus will be able to develop a project that provides new housing while protecting the sensitive habitat.
- J. Mr. Dave Wass, Conservation Chair of the Santa Barbara Chapter of the Audubon Society, observed that the campus wishes to build new housing while the community wishes to protect the environment. He suggested that this could be accomplished by siting the project south of the golf course.
- K. Ms. Devon Straitisf, Environmental Affairs Group, noted that the North and West Campus Housing Project poses a threat to environmentally sensitive watersheds. By destroying this ecosystem, the campus will destroy a feature which draws people to the campus.

- L. Ms. Cynthia Brock, President of the Santa Barbara Homeowners Association, expressed concern that the proposed housing project threatens the biological resources of the Devereux Slough ecological system and will adversely affect the area's scenic and recreational values to the community. In light of housing development already under way in the area, she questioned the need for the North and West Campus project.
- M. Mr. David Fortson, Director of the Isla Vista Recreation and Parks District, commented on the quality of life in Isla Vista as a result of the growth of the Santa Barbara campus. He asked that the University make being a good neighbor a priority.
- N. Mr. Dan Gira, Deputy Director of the Planning and Development Department, County of Santa Barbara and author of the Goleta Community Plan, which is the local coastal plan for the housing project site, noted that the County supports the provision of student and faculty housing on the site, but it has strong concerns about the design proposed by the University. He criticized the process associated with the project, noting that the County was not notified of today's meeting, and presented a list of measures that the County believes must be addressed.
- O. Ms. Leila Salazar, Vice President for Local Affairs, Associated Students of UCSB, discussed the decline of the quality of life in Isla Vista due to overpopulation, which directly correlates to over-enrollment on the Santa Barbara campus. She suggested that new housing should be built to accommodate current residents.
- P. Ms. Laura Brands, a student at the Santa Barbara campus, was opposed to the North and West Campus Housing project because it would be contradictory to the University's interest to locate housing adjacent to an ecological reserve. She also believed that the project would damage the beauty of the coastline.
- Q. Ms. Sandra Sarrouf, a student at the Santa Barbara campus, expressed concern about the quality of life for undergraduate students as a result of over-enrollment.
- R. Mr. Dougal R. House, speaking on behalf of himself, Mr. Terry Hurt, Ms. Rachel Couch, and the Urban Creeks Council, expressed concern about the proposed housing development because of its effect on the biodiversity that exists at the Devereux Slough.

At the request of Chairman Khachigian, General Counsel Holst explained that the action taken at the January meeting complied with all of the requirements of the California Environmental Quality Act. Public hearings and community meetings were held prior to that meeting, and all of the comments received and the campus' responses to them were included in the documentation that was provided to The Regents. He added that the purpose of today's visit is for a broad presentation on the campus' long-range planning.

Chancellor Yang reported that he had asked faculty and staff members who are most active in environmental issues to serve on an advisory committee to ensure that all the concerns raised by the speakers would be addressed.

## 2. LONG RANGE DEVELOPMENT PLAN UPDATE

Chancellor Yang recalled that the University of California, Santa Barbara began as the University of California, Santa Barbara College in 1944. In 1954, it moved to its present location from downtown Santa Barbara, and in 1958 it became a general campus of the University of California. The Santa Barbara campus has 46 academic departments and 10 interdisciplinary programs. It offers 80 baccalaureate degrees, 50 masters degrees, and 37 doctoral programs. There are five colleges and schools: the College of Letters and Science, the College of Engineering, the College of Creative Studies, the Graduate School of Education, and the Bren School of Environmental Science and Management.

Chancellor Yang reported that the campus' total enrollment figures have fluctuated in the neighborhood of around 18,000 students for the past eight years. A slight increase of about 200 students per year is projected for the next three years. The ratio for graduate to undergraduate students is about 1:7. According to the 1990 LRDP, UCSB has an enrollment cap of 20,000. The campus had a target enrollment plan increasing linearly from 18,300 students in 1990 to 20,000 students in 2005. Enrollment reached its peak in 1989 and then dropped for five consecutive years until 1994. The campus plans to construct an 800-bed residence in order to accommodate enrollment demand.

Chancellor Yang recalled that when he came to UCSB four years ago, he met with faculty colleagues in small groups to seek their counsel and learn from their vision. Academic quality and diversity of the student body were unanimously the first priority among the many important issues raised. The campus administration has worked diligently on these priorities and has begun to see results.

UCSB's admit rate for new freshmen has become increasingly selective, from 83 percent in 1994 to 57.5 percent in 1998. On the other hand, of those who were admitted, only 20 percent chose to attend UCSB in 1994. This take rate has increased steadily by two percentage points per year over the past four years.

The mean SAT scores for new freshmen at UCSB have steadily increased over the past four years, with a total increase of 83 points in four years. Turning to the four underrepresented minority groups--African American, American Indian, Latino, and Chicano--Mr. Yang reported that applications to UCSB from these groups have increased at a rate higher than the systemwide average. There has been a slight but steady increase in admissions of these four groups over the past several years. However, there has also been a sudden jump in the number of students

admitted who decline to state their ethnicity. This number increased from 720 in fall 1997 to 2,060 in fall 1998. Because these applicants have declined to state their ethnicity, there is no way to include them in admissions calculations pertaining to race and ethnicity.

Chancellor Yang reported that the campus is mounting an all-out effort to increase the take rate of admitted students from underrepresented minority groups. During the past four years the campus has held five to six regional receptions for students and parents to introduce them to the campus.

Chancellor Yang discussed the accolades received by UCSB in recent years. In 1994, the campus was named a Research 1 institution by the Carnegie Foundation. In 1995, it became the sixtieth member of the Association of American Universities. During the same year, ten doctoral programs were ranked in the top ten or top twenty in the nation by the National Research Council. In 1996 *U.S. News and World Report* ranked UCSB 12th in undergraduate programs among all public institutions in the country. UCSB was the second-highest ranked public research university in the country according to the Graham and Diamond report.

Executive Vice Chancellor Crawford reported on how the campus has developed since the approval of the Long Range Development Plan by The Regents in 1990 and by the California Coastal Commission in June 1991. This approval was the result of more than a three-year process of local, regional, and state negotiations and hearings. Because of its location, the Santa Barbara campus, unlike other UC campuses, falls completely within the jurisdiction of the California Coastal Commission, which has final authority over the nature and extent of its development, including the use of land--the placement, footprint, mass, and height of buildings and other improvements.

Mr. Crawford began by reviewing the growth both in population and physical facilities that was approved in the 1990 LRDP for UCSB. In terms of student enrollment, the LRDP created an authorized enrollment cap and a target enrollment based on the projected three-quarter average student enrollment headcount from 1990 to 2005. There is an absolute ceiling of 20,000 students, which the LRDP legislates cannot be achieved before 2001. Looking back, Mr. Crawford commented that one can appreciate the community's concern in the late 1980s about the growth of the campus. In the 1987-89 period UCSB's enrollments were climbing steadily, at the same time that there had been five consecutive years of severe drought. There were grave concerns about the sustainability of the local environment for continued growth combined with attitudes that endorsed the Santa Barbara area as no-growth. Campus enrollments were peaking at the same time, and the administration agreed through a lengthy process of negotiations to manage future growth in a controlled and predictable way. Not factored into this equation, however, were possible changes in the regional economy and in student demand. The recession of the early 1990s and the increase in student fees negatively affected the campus' enrollment because the campus draws 95 percent of its students from outside the immediate area. UCSB was not a financially

viable option for many students in the early 1990s. The highest three-quarter enrollment was in 1989-90, with enrollment consistently below the LRDP ceiling.

Mr. Crawford turned to the development of capital projects during this period. For at least 15 years prior to the approval of the LRDP, the Santa Barbara campus had essentially no capital projects. While construction of major facilities proceeded, the campus was successful in not allowing these new new capital projects to burden the natural resources that are necessary to sustain them. Campus energy conservation projects have been extraordinarily successful not only in terms of conservation but correspondingly in terms of budget.

The campus has several capital projects under construction, design, and planning, including UCSB's first parking structure, paid for entirely out of users' fees. There are several important seismic improvement projects. The campus plans to construct a new home for the Bren School of Environmental Science and Management and is hopeful that the Legislature, the Governor, and the citizens of the State will fully support the next bond measure, which is required for its construction. Also under way is the Art Museum renovation, fully paid for out of gift funds. The Seawater System Renewal Project will improve the seawater system in constant use by marine biologists, as well as protect the sea wall at the edge of the lagoon from future deterioration.

Mr. Crawford reported that 88 percent of instructional space on the campus is more than 25 years old, and 10 percent is located in barracks or trailers.

Mr. Bob Kuntz, Assistant Chancellor for Budget and Planning, recalled that the North and West Campus Housing project was approved at the January 1998 meeting of The Regents. He noted that this approval authorized the campus to submit the North and West Campus LRDP Land Use Amendment to the California Coastal Commission for consideration and approval. He emphasized that the campus will not be asking the Coastal Commission for approval of a specific project at this time. The campus will return to The Regents and the Coastal Commission at later dates to request approval of specific projects following completion of detailed designs and additional environmental analysis for specific housing projects. The campus will not submit the LRDP Land Use Amendment to the Coastal Commission until early summer because it must first work through the consultation process with the local community.

The need for faculty housing is based upon the following factors:

- The campus competes for the best faculty in the nation. As a result, affordable housing is a key component of its successful recruitment efforts.
- The campus will be bringing in an average of thirty new faculty members per year for the next twenty to thirty years, primarily to replace retiring faculty. In addition, the campus will

need to accommodate additional faculty, consistent with the approved growth in the 1990 Long Range Development Plan.

Further, the campus made a commitment in the 1990 LRDP to house a minimum of 21.5 percent of its students in university owned or operated housing. In order to house 30 to 35 percent of its students, the campus needs to add over 2,000 beds to its housing inventory. There currently are approximately 4,100 beds.

Mr. Kuntz explained that new faculty do not qualify for City or County low or moderate income housing, and they cannot afford to purchase existing or new market-rate housing. Median housing prices range from \$310,000 to \$360,000 depending on the location, and prices are increasing at double-digit percentage rates.

The University purchased the 174-acre North Campus in October 1994 for \$12 million with the knowledge that the Santa Barbara County Board of Supervisors and the California Coastal Commission had approved the Goleta Community Plan. The Goleta Community Plan authorizes a maximum density of 409 housing units: 351 of these units on the property now owned by the University, 122 units south of the golf course, and 229 units north and east of the golf course. The remaining 58 units, or density credits, belong to the golf course owner. The Coastal Commission Policy contained in the Goleta Community Plan requires UCSB "...to be consistent, to the fullest extent feasible, with the Santa Barbara coastal program." The campus believes that its LRDP Amendment meets this requirement and will be working through that process with the Chancellor's advisory committee.

The Amendment proposes the following:

- One hundred faculty homes on the West Campus at 6.6 units per acre on 15 acres adjacent to the 65 units of faculty housing that were built in 1986. Although the campus has Coastal Commission approval to build 167 units on this site, the Amendment proposes moving 62 of these units to the North Campus site.

On the North Campus site, the campus proposes to build:

- 144 family and single student apartments on the site east of the golf course at 11.5 units per acre (12.5 acres).
- 147 faculty homes on the site north of the golf course at 6.2 units per acre (23.6 acres).
- 122 faculty homes on the site south of the golf course at 4 units per acre (31 acres).

In total, forty percent of the North Campus will be developed for housing. Forty acres have been donated to the Natural Reserve System for the expansion of the Coal Oil Point Reserve. Seventeen acres will remain part of the Oil Company Leasehold until 2016, at which time they will be returned to open space. The campus believes that its Amendment is consistent with the Goleta Community Plan. UCSB's 1990 LRDP and the Goleta Community Plan have both been approved by the California Coastal Commission. Together, these plans authorize a maximum overall density of 576 units on the combined West Campus, North Campus, and the golf course. UCSB's 1997 North and West Campus Land Use Amendment asks the Coastal Commission to reduce the density on West Campus by 67 units and increase the density on North Campus by 62 units, resulting in an overall net reduction of 5 units.

Mr. David Coon, Director of Environmental Health and Safety and Manager of the Coal Oil Point Reserve, discussed the relationship of the North Campus project to the Reserve. He recalled that in 1965 The Regents established the Natural Reserve System to provide undisturbed samples of California's natural habitats for instruction, research, and public outreach. The Coal Oil Point Reserve was established in 1970. The Devereux Slough and the Coal Oil Point Reserve that contains it have recognized value as a community resource and amenity, as well as being a University resource.

Long before the University purchased the North Campus property, Reserve management was concerned about issues regarding that land. This long-term concern with how best to manage this overall area led Reserve management to begin working with the North Campus housing committee to assure that Reserve concerns were addressed and to assure that the two areas of the University maintained coordination in pursuing their goals.

Mr. Coon explained that the view of Coal Oil Point management, guided by faculty and staff expertise, has been that for certain parcels near the Reserve, such as the one south of the golf course, development could bring benefits to the Reserve. This particular parcel was stripped of topsoil in the 1960s to build the golf course and has been a problem since then, as well as having diminished environmental value. The Reserve position has been consistently to require appropriate mitigations with any proposed development in order to bring about needed environmental changes. The Reserve will require that drainage and erosion problems be corrected, specific valuable areas be protected, invasive exotic plant species be eliminated, and additional controls of water quality entering Devereux Slough be put in place. In the Reserve System's view, the North Campus project can bring benefits in these areas. In addition, the project will help with the continually difficult issue of balancing public access and resource protection.

Mr. Scott Cooper, Professor of Ecology, Evolution and Marine Biology and Director of the UCSB Natural Reserve System, discussed the review and consultation process for the project, focusing on how faculty and staff have assisted in developing an environmentally sensitive North Campus project. As custodians of the Coal Oil Point Reserve, faculty and staff associated with the Natural

Reserve System have been working closely with campus planners and administrators over the last two years in developing plans to protect and restore natural habitats in the North Campus area. All environmentally sensitive habitats have been placed in the Reserve or in open space areas, and numerous mitigations and improvements have been suggested for the construction and operation phases of the project. Faculty are currently involved in discussions with campus administrators regarding the procurement of initial and recurring financial, personnel, and operating resources needed to manage effectively the expanded Coal Oil Point Reserve. As part of these activities, funds have been provided by the campus administration to develop a comprehensive management plan for Coal Oil Point Reserve. This plan will be shared with local environmental groups for input and feedback on its features. Faculty have been in contact with the Environmental Defense Center and the Audubon Society to discuss the Coal Oil Point Reserve management plan.

Professor Cooper reported that faculty and staff have also been working with the Environmental Defense Center on an adjacent project. The land west of the North Campus is owned by the Santa Barbara Development Partnership, which hopes to develop 155 housing units on a parcel known as the Monarch Point Preserve. As part of County and Coastal Commission conditions for development of this parcel, the owner is required to put substantial amounts of the parcel into a preserve protecting natural habitats, to be managed by an appropriate resource management agency. This protected area is contiguous with the expanded Coal Oil Point Reserve. In negotiations with the developer and County, the Environmental Defense Center has asked that the manager for this protected area be the UCSB Natural Reserve System. This development is part of an overall vision to develop a University reserve encompassing open space and sensitive areas stretching from Isla Vista through the West Campus bluffs, Coal Oil Point Reserve, and Monarch Point Preserve to the County's Santa Barbara Shores Park.

Professor Cooper recalled that, in response to community concerns, Chancellor Yang had formed a committee composed primarily of faculty in the environmental sciences to advise him on North Campus issues. In several recent, objective studies, UCSB's environmental science programs have been ranked as among the best in the nation, and faculty from these programs dominate both the Chancellor's advisory committee and the management structure of the Natural Reserve System. These scientists are examining environmental impacts of alternative scenarios at North Campus and will make recommendations for modifying the plan to make it more environmentally friendly. Once the advisory committee, administrators, and planners have discussed, reviewed, and modified the North Campus Plan, additional campus and community input will be solicited. Professor Cooper emphasized that the current plan is a general land use plan and that individual projects will require additional environmental impact analysis open to public input. UCSB and its Natural Reserve System have worked closely with local environmental and community groups in the past on issues of mutual concern, including issues related to land acquisition, habitat restoration, and environmental education. Given the success of these efforts and the close working relationship with local groups, he expressed confidence that all parties involved will be able to work through these issues of mutual concern.

Assistant Chancellor Kuntz observed that questions are often asked about the economic benefits of the Santa Barbara campus versus the local government costs to provide services to the University. A few years ago, the administration retained the Sedway Group in San Francisco to conduct an economic and fiscal impact study. The study found that UCSB is the largest employer in Santa Barbara County and the largest generator of sales tax. Most of these dollars come from outside the County, and approximately 80 percent of the campus' budget is spent in the County. Over one-third of capital expenditures for construction is spent in the County, and over 15,000 jobs are directly dependent upon UCSB. On an annual basis, the campus spends \$350 million in operating expenses. In addition, the campus offers the community cultural benefits as well as extensive involvement with local K-12 schools. In terms of revenue, Mr. Kuntz reported that revenues generated by UCSB and its affiliated populations equal the County of Santa Barbara's costs to provide those services. In addition to generating revenue for the County, UCSB provides a number of services that would otherwise need to be provided by the County.

Chancellor Yang reported that modernization of the campus' older buildings and replacement of outdated World War II facilities remain a major challenge. The campus will continue aggressively to pursue resources for development of new facilities to enrich expanding programs with ever-increasing quality. He noted that over the past fifty years the campus awarded 95,000 Bachelor's degrees, 12,000 Master's degrees, and 4,000 Ph.D. degrees. UCSB will have faculty, staff, and students of the highest quality, and they will also reflect the diversity of the citizenry of the State of California. Research will be leading edge, the degrees conferred will be state-of-the art, and the services the campus provides will be deep and outreaching. The campus will continue significantly to enhance the quality of its program and its reputation to ensure that the Regents and the public are pleased with the way the campus fulfills its mission.

### 3. **CAMPUS TOUR**

#### A. *Writing 2*

The Regents attended a class taught by Regent McClymond, Writing 2, which is required of all undergraduate students.

#### B. *Alexandria Digital Library Project*

Mr. Terence Smith, Director of the Alexandria Digital Library project, presented an overview of this project, the mission of which centers on research critical for the construction of distributed digital libraries of geospatially referenced information in any form and the development of technologies to support such a library. In 1994 the ADL constructed a stand-alone prototype which was distributed to two thousand evaluators. In 1997 the first ADL clone was installed at the San Diego Super Computer Center, and

in 1998 the Alexandria Digital Library will be launched as the first component of the California Digital Library.

C. ***Educational Outreach Projects of NSF Center for Quantized Electronic Structures and NSF Materials Research Library***

Ms. Fiona Goodchild, Education Director of the Center for Quantized Electronic Structures (QUEST), explained that QUEST is a Science and Technology Center funded by the National Science Foundation. QUEST performs research on how to use resources to support K-12 schools and the community colleges. Ms. Goodchild reported that high school students and teachers join QUEST researchers in their science investigations during the summer. The objective of this program is to show science in a new and exciting light. Ms. Brianna Viscarra, a participant in the summer program in 1996 and now a freshman at UCSB majoring in electrical engineering, described the research she undertook which caused her to become interested in a career in science. Ms. Goodchild then played a videotape of an interview with graduate students who explained what the project had meant to them. Ms. Lynne Cavazos described the Sciences Partnership for School Innovation project, which supports professional development for grades 6-12 science teachers. This partnership between the Santa Barbara County Education Office, QUEST, and the Materials Research Laboratory at UCSB provides a forum for collaboration between teachers, administrators, and University scientists. As an example, Ms. Cavazos described the Santa Maria Water Project. A graduate student working with the project, Ms. Candice Brown, described her research on testing and learning in science particularly among underrepresented minority groups. A new QUEST project is UCSB ScienceLine, described by Ms. Liu-Yen Kramer. ScienceLine organizes correspondence between UCSB researchers and local classrooms. Teachers e-mail questions to the ScienceLine moderator and receive responses from scientists in all disciplines. Chancellor Yang added that the National Science Foundation is interested in starting a national initiative based on ScienceLine.

The Committee then adjourned for lunch.

(At this point Regent Montoya joined the tour.)

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D. ***Driving Tour of North and West Campus***

The Regents took a bus tour of the North and West Campus and viewed the proposed site for faculty housing.

E. ***Presentation about Bren School of Environmental Science and Management, Institute for Theoretical Physics***

Professor Jeff Dozier, Dean of the Bren School, presented an overview of the mission and goals of the school. The interdisciplinary program is grounded on the three pillars of hydrology and climate, ecology and biogeochemistry, and environmental economics. The program also interacts with disciplines outside of the school, with participation by the Boalt Hall School of Law at Berkeley and the Graduate School of Management at Irvine. It is proposed to offer courses to students from all three programs leading to a joint degree. Funding for the program and for professorships from the Bren Foundation will provide an income stream in the amount of \$4 million for the first five years and then \$1 million per year thereafter in perpetuity. This gift is the largest in the campus' history.

F. ***Presentation about the National Center for Ecological Analysis and Synthesis, Marine Biotechnology Laboratory***

Mr. O. J. Reichman, Director of the National Center for Ecological Analysis and Synthesis, explained that the mission of the Center is to advance the state of ecological knowledge through the search for general patterns and principles and to organize information in a manner useful to researchers. Located in downtown Santa Barbara, the project is funded by the National Science Foundation, the State of California, and UCSB. The center invites scientists to collaborate for periods of between three weeks and six months, while graduate and undergraduate students participate in a variety of Center functions to gain research experience.

And then the Committee adjourned.

Attest:

Secretary