

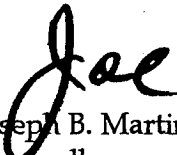
February 21, 1997

DEANS
DEPARTMENT CHAIRS
MEDICAL CENTER DIRECTORS AND DEPARTMENT MANAGERS

I am pleased to announce that I have appointed Bruce Schroffel as Interim Director of UCSF Medical Center effective March 1, 1997. Bruce Schroffel currently serves as Associate Director and Director of Operations in the Medical Center. As you know, William Kerr has accepted the position of Executive Vice President and Chief Operating Officer at UCSF-Stanford Health Care. Bill will assume his new duties at UCSF-Stanford Health Care in mid-March.

Many issues need to be resolved before the final formation of UCSF-Stanford Health Care. It is critically important during this period of transition that we maintain our strong clinical operations. Both Mr. Kerr and Dean Debas have consulted with me regarding this appointment. We are confident that Bruce is well suited to fill this position, and know you will provide your assistance and support as he assumes these new responsibilities.

Yours sincerely,



Joseph B. Martin, M.D., Ph.D.
Chancellor

JBM:dl