

**L. Teichmann** as its general counsel, vice president of human resources and corporate secretary. Teichmann most recently served as senior vice president, general counsel and secretary of GoRemote Internet Communications Inc.

Vancouver-based QLT Inc., a biopharmaceutical company, announced the resignation of General Counsel **Peter J. O'Callaghan**. The company has not yet named a replacement.

Internap Network Services Corp. appointed **Richard Dobb** as vice president and general counsel. Dobb previously served as the chief legal officer and corporate secretary for S1 Corp.

Boca Raton, Fla.-based China Direct Inc., a company focused on investment opportunities in China, has named **Gary Stuart** general counsel. Stuart joins China Direct Inc. from the Los Angeles-based law offices of Gary L. Blum.

The Small Business Administration appointed **Frank R. Borchert III** as general counsel. Borchert most recently served as executive vice president and deputy general counsel of Capital One Financial Corp.

The University of Charleston named **Kevin Carr** general counsel and executive assistant to the president. Carr joins the university from Spilman, Thomas and Battle.



The California State Teachers' Retirement System, headquartered in Sacramento, named **Kathleen Andleman** general counsel. Andleman is former chief counsel of the California Victim Compensation and Government Claims Board. She succeeds **Chris Waddell**, who left to become general counsel of the San Diego City Employees' Retirement System.

Southborough, Mass.-based Averion International Corp., a clinical research organization specializing in oncology, medical devices, dermatology and nephrology, appointed **Glenn E. Deegan** as vice president and general counsel. Deegan previously served as vice president and general counsel at MacroChem Corp., a publicly traded biopharmaceutical company.

Nitto Denko Corp., a multinational manufacturing company headquartered in Japan, named **J. Michael Prairie Jr.** general counsel of U.S. operations. Prairie joins the company from National Presto Industries Inc. where he served as patent and product liability counsel.

Denver-based Quiznos appointed **Richard J. Emmett** as executive vice president and chief legal officer. Emmett joins the company from Papa John's International Inc. where he served as senior vice president, general counsel and secretary.

Insurance provider Travelers Cos. Inc. named **Alan D. Schnitzer** to the newly created position of vice chairman and chief legal officer. Schnitzer joins the insurer from New York-based Simpson Thacher & Bartlett where he was a partner.

San Carlos, Calif.-based Nektar Therapeutics split into two new business units and shifted two in-house counsel. **Nevan Elam**, who previously served as Nektar's senior vice president, corporate operations and general counsel, will head the company's Pulmonary Business Unit. **Gil M. Labrucherie**, Nektar's vice president of corporate legal since October 2005, will replace Elam as general counsel and secretary of Nektar.

Dallas-based BNC Real Estate named **Pearl Sandra Landau** general counsel. Landau formerly served as attorney adviser for the U.S. Small Business Administration in Fort Worth, Texas, and

## CAREER ADVICE

### Escaping Time Sheets

BY MIKE EVERS

According to *InsideCounsel's* February article "Cost Cutters," 20 percent of legal departments keep time records and charge attorney costs back to specific business units.

When recruiting for our corporate clients, one of the first points of discussion is time sheets. Everyone understands that in-house life is far from 9 to 5. Nonetheless, escaping time sheets is one of the most compelling motivators for leaving a law firm. Although I could not find a scientific study on this topic, I have enough anecdotal evidence to conclude the time sheet is far from a mere nuisance.

A time-sheet culture creates a truly unhealthy Sisyphean mentality. The rock must be moved up the hill every day, and at night the rock rolls back to the bottom so that the exercise repeats endlessly. The psychology of time sheets even damages the sense of accomplishment when a deal is done or a case won. Instead of relishing the accomplishment, a little birdie is always singing in the back of the mind, "How will I justify and write down my time tomorrow?"

Although keeping time sheets may be a good business practice, it is a bad people practice.

MIKE EVERS can be reached at 888.324.0154 or at [mike@everslegal.com](mailto:mike@everslegal.com)