Tim Rickard

Cartooning

View the full portfolio at http://www.thecreativefinder.com/timrickard

Professional Experience and Curriculum Vitae

I am a cartoonist, illustrator, graphic artist, designer and writer.

Previous Clientele

BH Media, Tribune Content Agency, Down Home Press, First for Women magazine, Better Homes and Gardens, Webperformance.com, Cambridge University Press, Washington Post, Carson-Dellosa Publishing, Lee Jeans

Awards and Accolades

TIM RICKARD

CREATIVE CONCEPTS AND COMMUNICATION

Graphic artist/illustrator/designer/data journalist/writer/cartoonist. Using a variety of creative solutions to engage customers for both print and online.

DIGITAL EXPERIENCE

NEWS & RECORD NEWSPAPER / GREENSBORO.COM (1995-2020)

Artist: Informational graphics, maps, illustration, photo-illustration, page design, typography, logos/promotional visuals and editorial cartoons.

Online: Multi-media projects, interactive graphics, animation, digital images, Facebook posts and other content for the website.

Graphics director: Implemented and maintained assignment and proofing protocols for graphics department; developed consistent graphics style and managed scheduling; attended daily and long-term planning meetings to create visual solutions or story presentation ideas for upcoming content. Member of committees on pagination, imaging, design, content and customer engagement.

Interactive data visualization: Used Tableau to transform database information into online visual presentations, and spatial files to create interactive maps displaying geographic-specific data.

Writer: Researched and wrote many graphics and features ranging from serious to humorous, several of which became the top-read online stories of the day.

Soft skills: Problem-solving. Teamwork. A commitment to accuracy. Detail-oriented. Multi-tasking. The ability to work under tight deadlines.

TRIBUNE CONTENT AGENCY (2004-present)

Creator of the internationally syndicated comic strip “Brewster Rockit: Space Guy!” It has appeared in some of the largest U.S. newspapers and comic websites. Features periodic collaboration with NASA scientist to produce educational strips about science and space. Created a Twitter and Facebook presence for the strip.

FREELANCE (1998-2018)

Promotional visuals, banner ads and graphic design for WebPerformance.com.

Book cover designs and interior illustrations for Down Home Press publishing.

Illustrations or graphics for multiple clients including “The Washington Post”, “Better Homes & Gardens”, Cambridge University Press, “First for Women.”

COMPUTER SKILLS / SOFTWARE PROFICIENCY

Adobe software suite: Especially Illustrator, Photoshop, InDesign, After Effects, Acrobat.

Tableau, Datawrapper, Google Web Designer, Slack, Zoom

Microsoft suite: Word, Excel, PowerPoint

Familiarity with 3D, animation, and video editing software.

AWARDS

N.C. Press: (28) Graphics, illustration, photo illustration and cartoons

Society for News Design: (4) Illustration, graphics and design

North Carolina Press Workers: (3)

Print Regional Design: (1)

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ILLUSTRATION BY TIM RICKARD/News & Record

A BIGGER BROTHER

Advances in surveillance devices enhance technical trespassing by police, and maybe we don't care

Justice Stephen Breyer called Orwellian proportions.

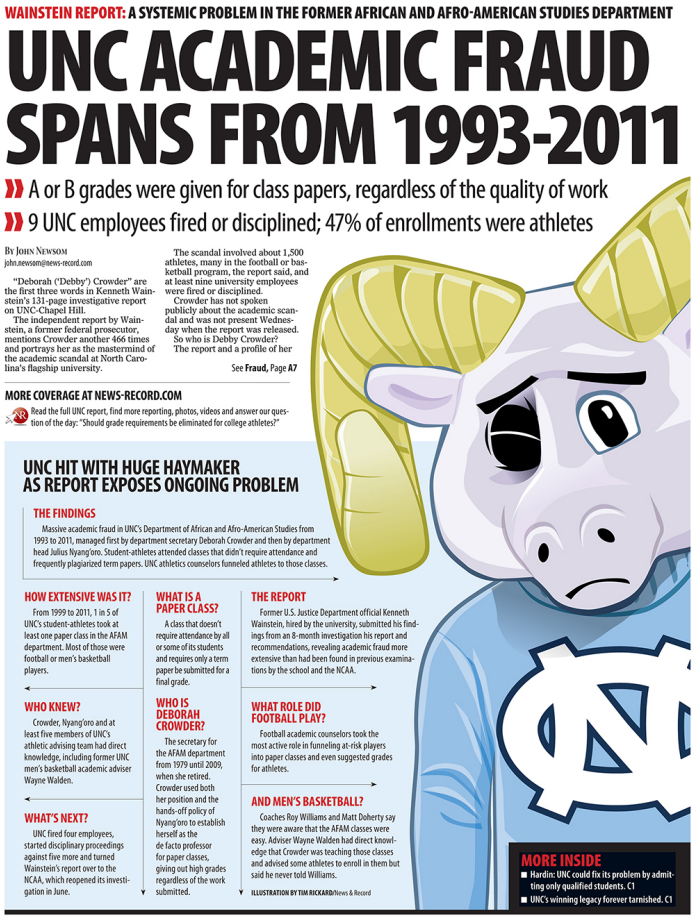
Privacy appears to be in a vicious 40-year cycle. In Katz, the court was dealing with decades of increasing surveillance under the "trespass doctrine," established in 1928, which allowed the government become more common. The result is a move toward limitless police powers. Those declining expectations are at the heart of the Obama administration's argument in Jones, where it insists that the government is free to track citizens without warrants because citizens ex- more searches today are done without warrants than with them.

Beyond those exceptions, we are living with a growing network of public surveillance cameras on highways and city streets. Chicago alone has installed about 10,000 such

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WAINSTEIN REPORT: A SYSTEMIC PROBLEM IN THE FORMER AFRICAN AND AFRO-AMERICAN STUDIES DEPARTMENT

UNC ACADEMIC FRAUD SPANS FROM 1993-2011

» A or B grades were given for class papers, regardless of the quality of work

» 9 UNC employees fired or disciplined; 47% of enrollments were athletes

By John Newsom
john.newsom@news-record.com

"Deborah ('Debby') Crowder" are the first three words in Kenneth Wainstein's 131-page investigative report on UNC-Chapel Hill.

The independent report by Wainstein, a former federal prosecutor, mentions Crowder another 466 times and portrays her as the mastermind of the academic scandal at North Carolina's flagship university.

The scandal involved about 1,500 athletes, many in the football or basketball program, the report said, and at least nine university employees were fired or disciplined.

Crowder has not spoken publicly about the academic scandal and was not present Wednesday when the report was released.

So who is Debby Crowder? The report and a profile of her

See **Fraud,** Page **A7**

MORE COVERAGE AT NEWS-RECORD.COM

Read the full UNC report, find more reporting, photos, videos and answer our question of the day: "Should grade requirements be eliminated for college athletes?"

UNC HIT WITH HUGE HAYMAKER AS REPORT EXPOSES ONGOING PROBLEM

THE FINDINGS

Massive academic fraud in UNC's Department of African and Afro-American Studies from 1993 to 2011, managed first by department secretary Deborah Crowder and then by department head Julius Nyang'oro. Student-athletes attended classes that didn't require attendance and frequently plagiarized term papers. UNC athletics counselors funneled athletes to those classes.

HOW EXTENSIVE WAS IT?

From 1999 to 2011, 1 in 5 of UNC's student-athletes took at least one paper class in the AFAM department. Most of those were football or men's basketball players.

WHAT IS A PAPER CLASS?

A class that doesn't require attendance by all or some of its students and requires only a term paper be submitted for a final grade.

THE REPORT

Former U.S. Justice Department official Kenneth Wainstein, hired by the university, submitted his findings from an 8-month investigation his report and recommendations, revealing academic fraud more extensive than had been found in previous examinations by the school and the NCAA.

WHO KNEW?

Crowder, Nyang'oro and at least five members of UNC's athletic advising team had direct knowledge, including former UNC men's basketball academic adviser Wayne Walden.

WHO IS DEBORAH CROWDER?

The secretary for the AFAM department from 1979 until 2009, when she retired. Crowder used both her position and the hands-off policy of Nyang'oro to establish herself as the de facto professor for paper classes, giving out high grades regardless of the work submitted.

WHAT ROLE DID FOOTBALL PLAY?

Football academic counselors took the most active role in funneling at-risk players into paper classes and even suggested grades for athletes.

WHAT'S NEXT?

UNC fired four employees, started disciplinary proceedings against five more and turned Wainstein's report over to the NCAA, which reopened its investigation in June.

AND MEN'S BASKETBALL?

Coaches Roy Williams and Matt Doherty say they were aware that the AFAM classes were easy. Adviser Wayne Walden had direct knowledge that Crowder was teaching those classes and advised some athletes to enroll in them but said he never told Williams.

ILLUSTRATION BY TIM RICKARD/News & Record

MORE INSIDE

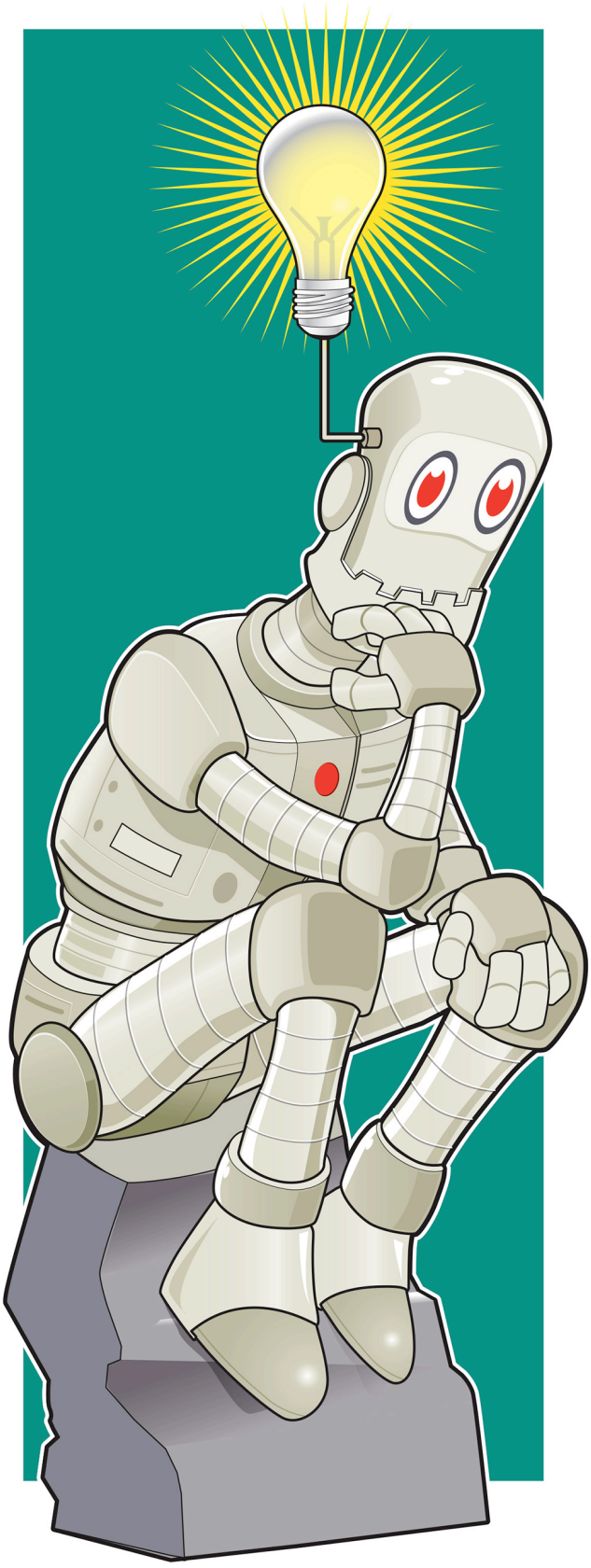
- Hardin: UNC could fix its problem by admitting only qualified students. C1
- UNC's winning legacy forever tarnished. C1

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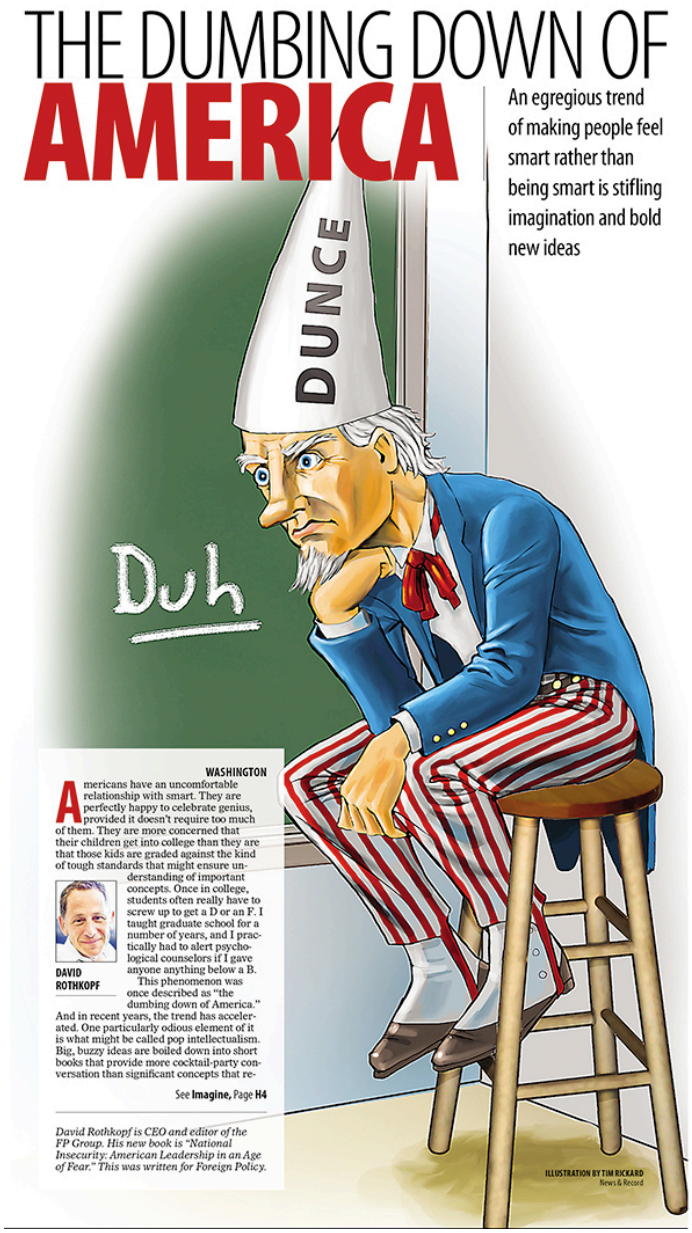


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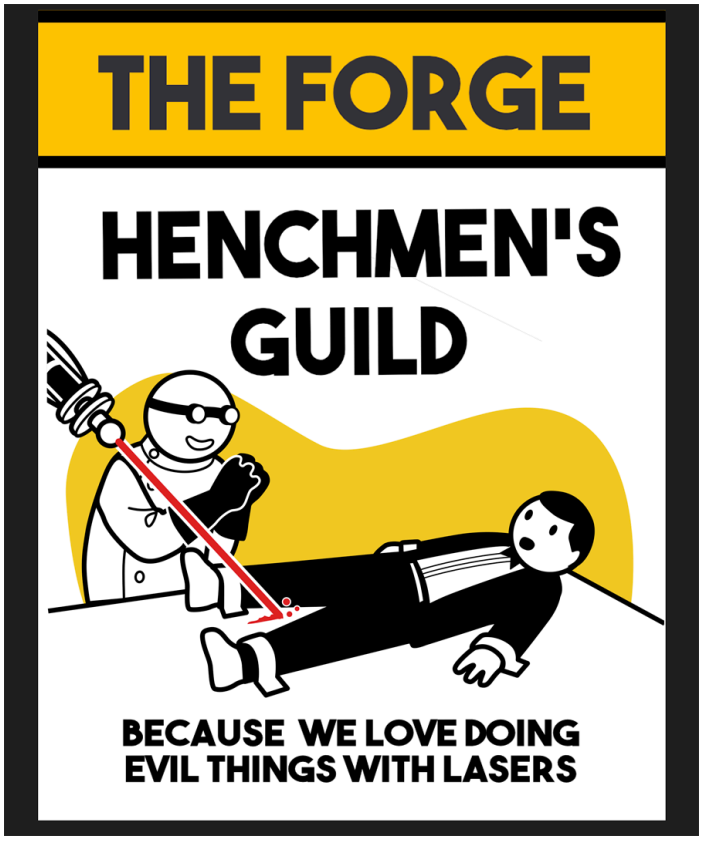
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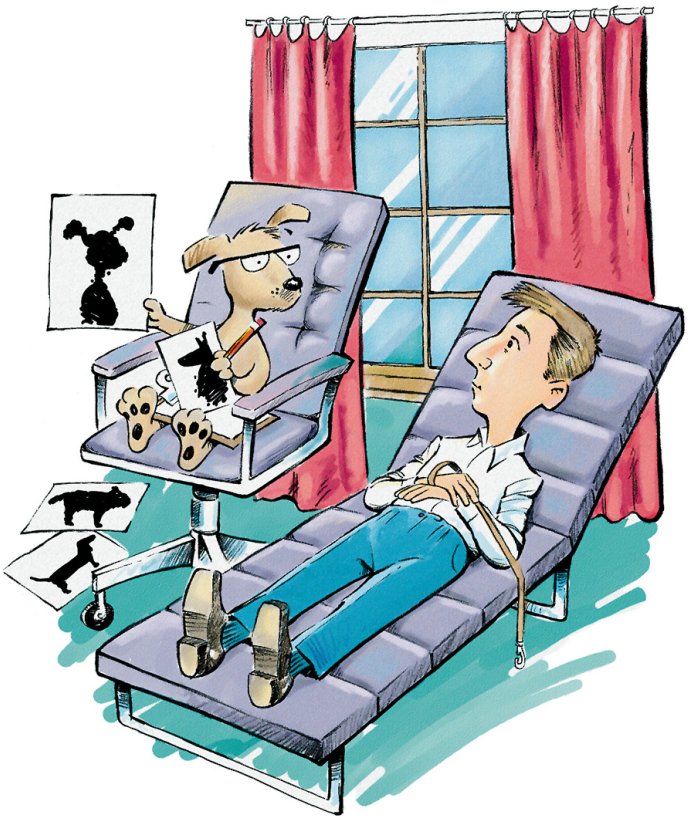
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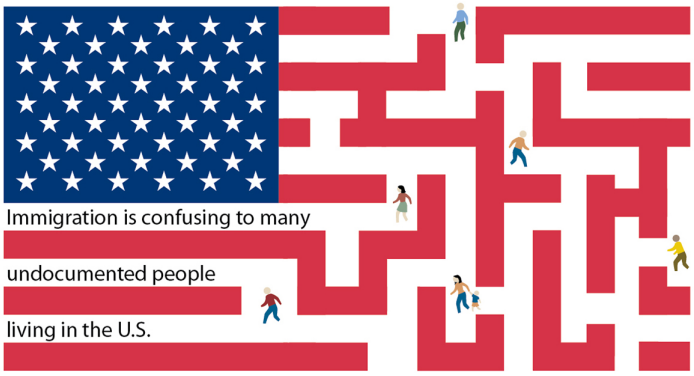


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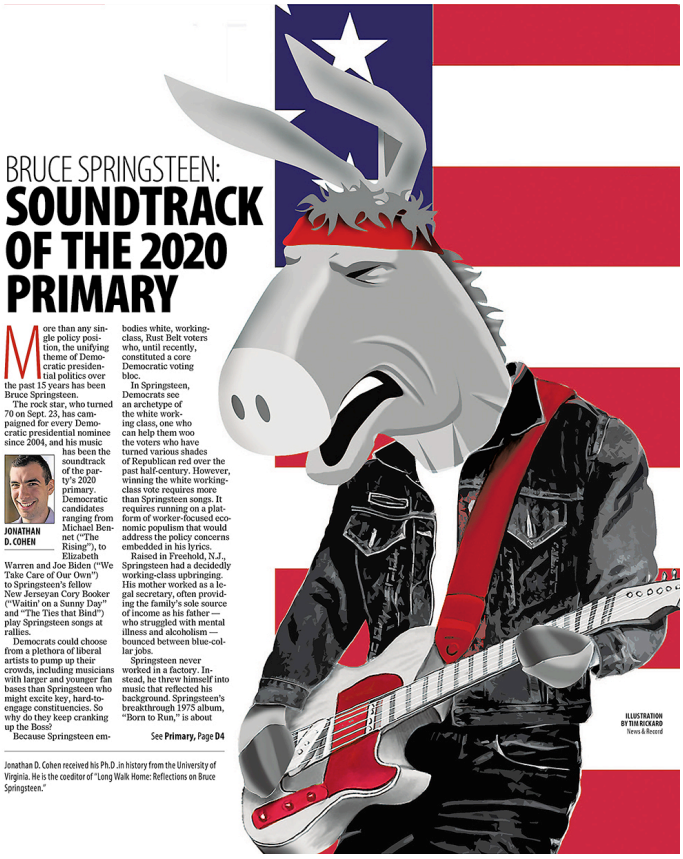




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WON'T YOU BE MY NEIGHBOR?

How Mister Rogers' faith shaped his idea of children's television

The beloved children's television icon Fred Rogers — who is played by actor Tom Hanks in the current film "A Beautiful Day in the Neighborhood" — entered the world of children's programming during an era of massive political and cultural upheaval.

In the 1960s, Americans were witnessing the horrors of war from within their homes for the first time on television screens. Civil rights activists such as Martin Luther King Jr. were fighting for racial and economic justice, and these protests were often violently suppressed. The feminist movement was also seeking equal rights and freedom for women.

L. BENJAMIN ROLSKY

As a scholar of American religion, politics and popular culture, I've examined how the religious and spiritual backgrounds of cultural and political icons shaped their contributions to American television programming, especially in tumultuous times.

Rogers, who was an ordained minister, taught everyone, in particular children, to follow a greater calling — that of serving their fellow humans.

Programming for social change

In the late 1960s, American prime-time television was going through a change. Producers were trying to use the medium to address social problems.

In the 1970s, Norman Lear, often referred to as the father of modern-day sitcoms, brought to television the comedy series "All in the Family," which explored issues of racism, homosexuality, women's liberation and the Vietnam War, among other concerns of the time. The protagonist, Archie Bunker, was modeled after Lear's own father: He was a working-class, seemingly uneducated and outspoken but "lovable" bigot. The writers used his character to address problems in American society and their insidious effects.

Another sitcom that foregrounded social issues was "The Mary Tyler Moore Show." The show's writers brought awareness to women's rights through the program's plotlines. Each week, millions looked on as Mary attempted to negotiate the various challenges of her time, including admitting to using "the pill" in front of a live studio audience.

Children as ministry

Rogers would bring a similar approach to children's programming through his iconic

See **Neighbor,** Page **D4**

L. Benjamin Rolsky is an adjunct professor of history, religion and anthropology at Monmouth University. This article is republished from the opinion and analysis website The Conversation.

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BY TIM RICKARD/tim.rickard@greensboro.com

BOARDROOM MARKERS

Corporate boards: Mostly white, mostly male and getting older

The Washington Post

Corporate America's boardrooms have long been criticized for being too old, too white and

That could start to shift.

"It's in the last 24 months, really, when younger directors have really popped in interest," said Paula Loop, who leads PwC's

berly-Clark elected OpenTable CEO Christa Quarles, now 44, to its board in 2016; her next youngest colleague is 53, according to the company's most recent proxy

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Talking politics over turkey?

Expert says to set ground rules to avoid ruined holiday

BY JENNY DRABBLE
Winston-Salem Journal

Of all the things on the table Thanksgiving Day — turkey, cranberry sauce, stuffing, biscuits, pumpkin pie — there's one thing families would do well to keep off the table: politics.

With family members in town it's inevitable that the pent-up stress of the holidays can lead to a few showdowns and meltdowns.

Add a sprinkle of political fervor to an already tense holiday and suddenly you're poised for a full-on family feud.

"You see people at their best and at their worst at weddings, funerals and Thanksgiving with all the stress," said Sam Gladding, a professor of counseling at Wake Forest University. "One thing to do is set ground rules before people get together and say 'OK, we can talk about everything but politics or X, Y or Z.'"

> "The thing is to stress what you have in common, not your differences."
>
> Sam Gladding
> Professor of counseling at Wake Forest University

From the many quintessential Thanksgiving debates — Is it too early for Christmas music? When will Cousin Ben finally get married? — political squabbles rank among the most volatile.

One method to is to have a peacekeeper at the table to steer the conversation away from political talk or other divisive topics, Gladding said.

"Have a friendly referee — he or she can even wear stripes to keep it lighthearted — who can say 'Folks it's time to reset,'" said Gladding, who specializes in family counseling. "It's not a guarantee but it really helps if everyone knows ahead of time what's off limits."

Families can even make a game out of it, like creating a swear jar of sorts

PEACE, Page A4

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DOCS ON DRUG DIMES

Databases are beginning to track appearance fees so patients can see if their physician is getting paid

Your doctor gives you an expensive new drug to control your cholesterol, or recommends a certain brand of artificial hip, or says you need a stent to open a clogged artery.

He's the expert. But how do you know his expertise is untainted? The makers of the drug, the replacement hip or the stent may have paid your doctor to deliver promotional talks extolling the virtues of the product. Or they could be paying him, or her, to consult on marketing plans. It doesn't necessarily follow, of course, that this kind of moonlighting influences the treatment you receive. And many doctors don't accept these kinds of payments. But if yours does, wouldn't you like to know that?

TRACY WEBER

CHARLES ORNSTEIN

As it stands, doctors don't have to tell you if they're working with the makers of the products they're prescribing you. They don't have to tell you whether they own stock in those companies or do research on their behalf.

There's no place for you — the patient — to find out whether your doctor is prescribing more drugs or medical devices made by companies with whom he has a relationship.

Understanding such ties can be important. Many brand-name drugs are wildly expensive, and some carry an array of dangerous side effects. Sometimes similar drugs, either those made by competitors or generics, are cheaper or have fewer risks.

Patients largely trust their doctors to do what's right for them. But a recent string of scandals has raised questions about whether patients need to know more. Pharmaceutical and medical device makers have paid billions of dollars to settle accusations of kickbacks to doctors and improper marketing of their products.

Many physicians say the close ties between drug and device firms and doctors lead to new and more effective medications, life-saving innovations and a better-educated profession. Although this is certainly true, the relationships also can cause physicians to — consciously or not — downplay side effects and poor research outcomes, studies show.

This summer, for example, the Spine Journal devoted an entire issue to repudiating the research of several spine experts that supported the widespread use of a Medtronic bone growth product used in spinal fusions. The articles charged that the researchers,

See **Doctors,** Page H4

Tracy Weber and Charles Ornstein are senior reporters at ProPublica, a nonprofit investigative reporting organization in New York. Find Dollars for Docs at http://tinyurl.com/3y2zsjc

PHARMACEUTICAL COMPANY PAYMENTS TO DOCTORS, 2010

Company	Pay for speakers	2010 U.S. sales (billions)
Lilly	$61,477,547	$14.3
GlaxoSmithKline	52,755,793	13.6
Pfizer	34,382,574	26.2
AstraZeneca	31,647,101	18.3
Merck	20,365,446	18.8
Johnson & Johnson	11,712,900	12.9
Cephalon	4,241,080	2.1
ViiV Healthcare	3,975,102	NA

Source: ProPublica

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Trump rallygoers were hard to decipher, full of surprises

JOE KILLIAN

've been covering politics long enough now that it's easy, some days, to feel I've seen just about everything.

So, when my bosses sent me to a Donald Trump rally in Concord on Monday, it didn't much faze me. I covered a Sarah Palin rally back

Signs hanging from mailboxes that read: "The Wages of Sin is Death."

Church banners that proclaim: "Prepare to Meet Thy God."

I grew up in places like this. Hell, I grew up in some places that make this look positively cosmopolitan.

Trump, Clinton backgrounds warn of their potential for derailment

DAVID NOER

Thirty-three years ago, researchers at Greensboro's Center for Creative Leadership completed a project that is as valid today as it was then. More importantly, in today's fractured political climate, it provides insights into the dark sides of our two presumptive presidential candidates.

leaders — assuming some still exist — are successful in sinking the Trump "Ship of Fools." The Donald will be nominated. Unless Bernie Sanders' "burn" magically erupts into a delegate-consuming inferno, Hillary Clinton will be the Democratic candidate. Both suffer from derailment potential.

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TURNING
SORROW
INTO
WORDS

For one mother, the ultimate loss is reason to implore others not to be afraid to express their inner feelings.

By Michelle Morton
Special to the News & Record

A famous line from "Macbeth," by William Shakespeare, reads: "Give sorrow words. The grief that does not speak whispers the o'er-fraught heart, and bid it break."

In the predawn hours of May 9, my son's heart was gripped by untold grief and his young life came to an end — by his own choosing. No one knows why his will was so overcome with despair. He did not speak his grief. He took the explanation with him and left only a mystery in its stead.

Suicide — the choosing of death over life — evokes a different level of sadness and suffering in the newly bereaved. The overwhelming grief combined with the unanswered questions torment the psyche. Why did he do it? What could have been done differently to prevent this outcome?

The questions haunt all who loved him as we try to process both the sadness and the mystery. But the search for answers only produces yet more unfulfilling silence and useless guilt. It would be best for all concerned to simply abandon the reasoning and instead choose to learn the invaluable lessons that tragedies, unfortunately, seem to teach so well.

The first lesson would be to celebrate Kenny Morton's brief life even while grieving his death. Kenny was a perpetual source of joy to everyone who knew him. Not once, in 17 years, did I ever see him lash out at someone in anger, or choose selfishness over kindness. Kenny was a rare soul, and I feel blessed and humbled to have had such a remarkable son.

The second lesson is particularly important given that most of Kenny's friends are verging on adulthood, and I could see in their grieving the tenderness and vulnerability of their sensitive hearts. The lesson is stated most emphatically in "Macbeth": "Give sorrow words!" Name those innermost feelings that you would prefer not to feel. Depression, addiction, suicide, loneliness, shame, conflict, guilt — these are the names of thoughts and feelings and impulses that are commonly felt but rarely voiced. Their power to harm us lies not in their unwanted presence, but in the silent void of the consciousness where such feelings hide, undetected and unspoken, sometimes for decades. Silence, therefore, is the enemy — not the emotions, however wayward or despairing.

To Kenny's many friends, I pray that you have learned not to be afraid to give your sorrow words. Your testimony to a trusted person in your life will help dissolve the destructive pain that can so easily cloud the mind. Truthful, heartfelt words, once spoken, become like wings that will elevate your understanding and defy the gravity of your situation. As you unburden your heart, alternative pathways leading away from past troubles toward happier outcomes will become more evident.

Kenny's inner sufferings and broken heart must have blinded his sight to the point where, in his aloneness, he saw only one path, though in reality there existed a multitude of others. He had so many loved ones who would have called out to him and coaxed him to stay, and be safe, offering him all the comfort he needed — had any of us only known how much Kenny was struggling to make his way through the dark silence of his sufferings.

The final lesson? My son's recent memorial service has taught me that no one really knows his or her own true worth. This knowledge, for some inexplicable reason, seems to reside in the minds and hearts of others. This shifts the responsibility on to each of us to impart such knowledge to our beloved families and friends, and even to complete strangers, but particularly to young people who are so easily confused and disoriented by the self-destructive influences of our society. A society that operates in silence, confusion or shame poses dangerous options for sensitive and distressed souls, whom we may dearly love.

So, my son Kenny is gone now and the mystery of "why?" remains, but certain lessons were learned. Another wise character from the pages of literature, Merlyn, advised, "The best thing for being sad is to learn something." I pray that Kenny's passing will teach us all lessons about speaking our sorrow and of strengthening the ties that bind family and friends through greater love and communication. Mostly, I wish that the hardest lessons I have had to learn concerning the fragility of the human heart will never be repeated.

Michelle Morton is a writer and book publisher based in Greensboro.

▶ Michelle Morton with her son, Kenny, at Grandfather Mountain.

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