

# NURSEDECK

THE INSIDER'S PERSPECTIVE OF NURSING

Caring.Integrity.Diversity.Excellence

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TIM HUNTER BSN RN CCM

AN EXCLUSIVE INTERVIEW: THE  
NURSE ON THE FRONT LINES  
AGAINST THE COVID-19 PANDEMIC

COMPASSIONATE BOARD-CERTIFIED  
CASE MANAGEMENT LEADER BORN TO  
CARE AND SERVE

nurse+deck

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## **A COMMUNITY OF RESOURCES BUILT FOR REAL NURSES.**

Where nurses share stories, resources & guides to help inspire and motivate.

*“When you’re a nurse, you know that every day you will touch a life or a life will touch yours.” — Unknown*

### **NEVILLE GUPTA**

Founder/CEO

As a strong advocate for the union between humanity and technology, Neville's focus leans toward tech influence on creating highly desirable working environments encompassing altruism, autonomy, human dignity, integrity, honesty and social justice.

### **GABRIELLE DIDATO**

Head of Influencer Marketing & Partnerships

### **LAKESHIA BATES**

Community Engagement Manager

### **DESTINY GORDON**

Brand Marketing Specialist

## PODCAST HOST



**BREANNA KINNEY-ORR**  
**NURSEDECK PODCAST HOST, RN**

Nurse Breanna has been chosen as NurseDeck Podcast Host to share stories, resources & guides to help inspire and motivate the NurseDeck Community.

**BREANNA KINNEY-ORR**

Breanna has been a Registered Nurse for 15 years. She specializes in creating communities where nurses are supported focusing on amplifying nurses' voices across the healthcare community. She also specializes in content creation, editing, and copywriting, with an emphasis on medical, health and wellness topics.

*"I love hearing about startups. With NurseDeck we have our little patch of dirt at work time, to spruce up and help the nurses' community base. I love that there are people like NurseDeck trying to shake things up because we desperately need it. "*



## FEATURED STORY

### TIM HUNTER BSN RN CCM

## AN EXCLUSIVE INTERVIEW: THE NURSE ON THE FRONT LINES AGAINST THE COVID-19 PANDEMIC

By NurseDeck

Tim Hunter is a Registered Nurse, having worked in Human Resources, and challenged pediatric precedents with a diagnosis within mental health and intellectual disabilities capacity. After Nursing School, he started working in Adult Cystic Fibrosis, Palliative, Hospice, General MedSurg in Florida. After a year, he was transferred to the Pediatric Intensive Care Unit, then to Acute Care Management. He went into Utilization Management and ran the Appeals and Grievances team of 20. Currently, he holds a position with Angle Health as Clinical Project Manager.



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*We can't have other people do it for us. That's not going to happen. We have to do it.*

ND: Healthcare, in general, is on the verge of collapse, and I would argue that it's probably there before the pandemic hit. The pandemic is just amplifying it so that everybody could see that nursing is such an important field right now. Nurses need to be in charge, not people from a high-rise boardroom.



TH: "It is so important, all nurses at the bedside, their jobs are so insanely important. At the same time, I have people that I went to school with saying, "Don't you miss being an actual nurse?" That is such an offensive thing to say to someone, but to me, being a nurse is about "whom are you caring for?" If you move into a capacity like NurseDeck or Angle Health, I think that the people you are caring for are the system as a whole. You can cast your shadow, " and it could lead to something like lobbying in Washington and changing our system as a whole. We can't have other people do it for us. That's not going to happen. We have to do it.

ND: There's enormous power in nursing. We have to realize that we can deal with it collectively. We can probably make some changes, make some noise, and raise awareness because better nurses are better for patients. This is what everybody wants, including people that are looking at the bottom line."

TH: The sooner we stop looking at nurses as vessels to fill gaps and start considering the person lying in bed, the quicker our healthcare system can improve. We have to weave that solution. We can't wait for our politicians. We can't wait for a lobbyist to stand by us and show how important we are.

ND: When you think of healthcare, what does that mean to you?

TH: The most significant thing about healthcare is that it is a right, and not a privilege. Things that have been coming down the line as far as access to care and low socio-economic status are more apparent now than ever. We are still discussing if transgender people can be denied health care in 2021? This is unacceptable. Healthcare is for everyone. We do not get to choose who is deserving of good care. We are the voice! Social platforms like LinkedIn and communities like NurseDeck are so insanely important because it gives us the voice to say "We don't like this." It empowers other clinicians to step into more nontraditional roles to lead the charge to make advancements in healthcare.

ND: What do you think would be the thing that leadership could do to address burnout or if we are just beyond burnout?

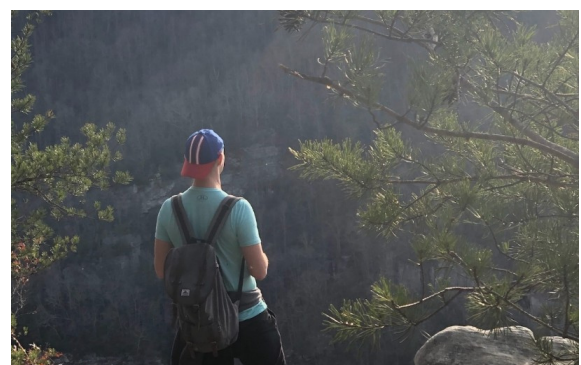
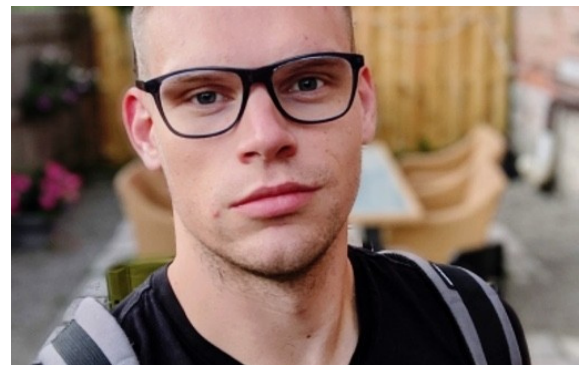
TH: I would venture to say that the nurses in Skilled Nursing Facilities and the hospitals are the ones that

are burned out. And the pandemic has pushed us to a point now where we are seeing nurses and other healthcare worker suicide rates increase. In addition, we are seeing nurses leave the profession. The most important thing that the healthcare system can do is genuinely cut the nonsense and stop appeasing us. I will never forget nurses wearing garbage bags. Stop giving us false worship and give us the resources we need to keep ourselves and our patients safe.

Hospitals don't pay attention to nursing travel agencies that are responding to this crisis. Some administrators insist on taking everything and looking at what we are paying our healthcare professionals, which trickles down to our aides. Without appropriate nursing and ancillary staff how good is your facility truly going to be?

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*There's enormous power in nursing.*





We as professionals need to direct this exact question to the hospital systems and the facilities and say, "What are you doing?" because these agencies are trying to take care of their nurses and pay attention. It's going to go to a point where nurses will leave to seek agencies.

ND: What are your thoughts on Artificial intelligence in healthcare? How do you think this is going to impact our nurses and their jobs in the future?

TH: I am doing my Master's project on the importance of inclusion in increased usage of artificial intelligence in healthcare.

I work for Angle Health. Our goal is to be this Health Insurance 2.0, like the Uber of healthcare with a wellness-focused approach and using technology to better people's lives and increase wellness.

We need to stop complaining about technology innovation and be part of it to use our intelligence to increase our autonomy and increase our scope of practice and embrace it.

Healthcare, in so many ways, is very antiquated. But in another way, it is the fastest, most innovative field there is. It is a juxtaposition. If we take charge of how we utilize technology, it will make our profession better and stronger. We must embrace change and see the capacity to help because people use Artificial Intelligence to predict Sepsis Marker tuners on the end of care. I truly believe that the clinicians that are swearing AI/ML is the end of our profession are much more detrimental to our growth.

ND: Do you think there are enough accessible mental health resources for nurses compared to the kind of fake like, in my estimation, talks like "Good vibes only."

TH: "I think it is time as a profession that we recognized the fact that there's probably not a nurse that has any amount of experience that isn't carrying around PTSD with them for what they do. It doesn't matter what kind of a nurse you are. It doesn't matter if you're in ICU or ED; it doesn't matter if you are with Behavioral health. We all have trauma. And we all deserve to acknowledge it.

People's mental health is at the point that it may have never been before. And a lot of the avenues we have, it's cute, but it is not real. I want to issue a challenge to some of those platforms that are good for mental health and even NurseDeck. Keep building, recognizing, acknowledging what we know is true. Know that nurses have trauma now more than ever. We need to collaborate and offer evidence-based resources in dealing with that situational trauma and processing it, learning how to deal with it because we are in a profession where we are taught to deal with it because that is what you signed up for. This kind of thinking has to change. We deserve peace.

ND: Just removing the stigma from it. As you have said, "There is no nurse that is untouched right now, no matter what your role is in this."

TH: It is a privilege to be a nurse, but there is nothing wrong with recognizing that there is bullying in our profession too. The idea of "Nurses eat their young" is not okay anymore. We need to support one another, and move past this idea that new nurses aren't worthy of being treated with kindness. There are nurses that down play mental health as well. We need to overcome those voices to show that we care about each other.



And we care about people who struggle with mental health.

ND: Do you think it is hard for nurses to have their community if they don't feel like they have it at work or inaccessible reach and cannot be achieved through platforms like NurseDeck?

TH: Platforms like NurseDeck must push forward and continue to be very heavy-handed with their marketing and resources because the community is so important. I have worked with hospitals with the best culture that I have ever worked in.



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I also have worked in environments with very toxic cultures.

What's important for places like NurseDeck is to look at what you can do as a nurse and where else you can move to have a truly profound impact on the whole system.

Being at the bedside is a fantastic gift; it's incredible work. There are times that I miss every day, where the adrenaline and the success you see. You'll take it with you forever. But what's also a fantastic feeling is doing something to shake off and turn this broken system on its head, and nurses can do that.

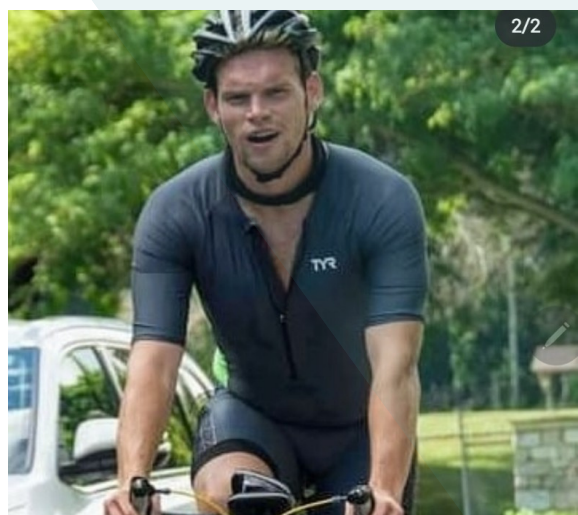
Nurses do go to Washington and lobby. Nurses do those things. So use that frustration to run to this fire and put it out, don't run away from it. And I think that is one thing I love about what NurseDeck is doing.

I hope you continue to challenge your platform because platforms like NurseDeck need to message those nurses who feel like they don't have a community and empower them and show them what they can do.

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*We can  
weather any  
storm together.*”

ND: I love that whole ‘channel the frustration’ and use it to move forward not to pull back in a way. I think that is such an important message.

TH: We know how to fuel our passion in this profession. We survived nursing school, we are surviving a pandemic. We can weather any storm together.



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<https://www.linkedin.com/in/thefutureisnursing>