



RP Matrix: The ultimate team players

Matrix is a practice where we are all enthusiastically involved, and collectively, we have created a team where we feel valued, supported and respected. We believe in what we have built as a practice and look forward to continue incorporating innovative ideas from our existing and new teammates.



Dr. Roger Robinson
 Chief Radiologist
 Radiology Partners, Inc.
 Chicago, Illinois



When reference the quote "Diversity is having a seat at the table, inclusion is having a voice, and belonging is having that voice be heard." Women are severely underrepresented in radiology, and even more so in radiology leadership. At RP Matrix that is not the case, while we are transforming radiology as a specialty, we are also transforming how women are represented and recognized within that specialty. At RP Matrix, most of our physician leaders are women. It takes this kind of bold move to effect the current norms.



Dr. Mica Kuttler
 RP Matrix Partner and MD MChD
 Clinical Radiologist
 General Diagnostic Radiology
 Berkeley, California



It is important for me to be an excellent mom and role model for my girls, so work-life balance is key. Matrix promotes physician well-being and work-life balance and actively strives to battle burnout risk. Matrix provides all the benefits of working from home with the benefits of a supportive group of colleagues. The technical equipment is excellent, IT support is always available, and Matrix continually strives to improve AI technologies to make work more efficient.



Dr. Kimberly Marlowe
 RP Matrix Radiologist
 General Diagnostic Radiology
 Minneapolis, Minnesota



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When I joined Matrix, I immediately felt that I was part of a team. The entire team is supportive, collegial and always willing to help with a question or difficult case that arises. Matrix has given me the opportunity to improve my work-life balance. It truly feels like a group practice in a virtual setting.



Dr. Rebecca Shatt
RP Matrix Reading Radiologist
San Francisco, California



Matrix is a true group practice in a remote setting, offering the perfect recipe: work-life balance, the freedom to pursue interests, a supportive culture of fairness and engaged teammates. If you have a need, a teammate is there to offer a helping hand or listening ear. While our reading room is virtual, we still have the space to share our professional and personal lives.



Dr. William Harty
RP Matrix Reading and Teleradiologist
San Francisco, California



RP Matrix utilizes technology to eliminate the inefficiencies that fatigue busy radiologists. In addition, Matrix is an incredibly dynamic, cohesive and collaborative practice, with radiologists representing all subspecialties. I enjoy working with my Matrix family!



Dr. Nathan Rubin-Lee
RP Matrix Reading Radiologist
San Francisco, California



Previously, I had little job satisfaction in teleradiology, but I took a leap of faith that not all teleradiology practices are the same and joined Matrix. It was a group that promised a different experience, with a radiologist-run and locally-led practice model that offered opportunities for career and personal growth. At Matrix, I'm surrounded by knowledgeable, collaborative and supportive colleagues, and our leaders strive to find innovative ways to keep us all connected. I've found the professional environment I want to call home for the rest of my career.



Dr. Scott Palmer
RP Matrix Reading Radiologist
Menlo Park, California



I'm fresh out of training and enjoying life as a Matrix radiologist. I grew to love working nights while in residency and looked for a night gig where I could see a good variety of pathology and work with a great team of people. RP Matrix has provided both of these things.



Dr. Ryan McHenry
RP Matrix Reading Radiologist
San Francisco, California



I joined Matrix a year ago for the daytime schedule and love the normalcy this allows for my family life, especially now with a toddler. Everyone has been incredibly supportive and helpful! I feel lucky to be part of this team!



Dr. Sara Berman
RP Matrix Reading Radiologist
Menlo Park, California



First, I had some hesitation going straight to remote work from training, but I soon learned there are many other friendly and knowledgeable radiologists on my team who are more than happy to assist in my consults, questions or concerns that I had. It really is a well-oiled machine at Matrix!



Dr. Jay Tsai
RP Matrix Reading and Teleradiology Radiologist
San Francisco, California



Ask an RP Matrix radiologist how to describe their practice, and you will immediately hear words like “teamwork” and “family.”

RP Matrix is the internal remote reading division of Radiology Partners (RP), combining the efficiencies of a teleradiology service with the collaborative culture of an in-person radiology practice. Dr. Jorge Ramirez, president of RP Matrix, shared with us just how this is achieved.

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What was the vision for RP Matrix?

Soon after RP's founding in 2012 with the vision of creating a network of radiology practices that could drive value and transform how radiology was practiced, practice leadership saw a glaring need—the ability to support RP's onsite practices with teleradiology services, so in 2014, RP launched Matrix.

Since then, RP Matrix has grown to more than 150 radiologists strong across the United States. Leveraging a cutting-edge, AI-enabled platform, Matrix supports RP's practices with remote diagnostic, routine subspecialty, emergent and after-hours imaging support. As part of a large national radiology practice, our Matrix team benefits from the vast scale of RP, which affords investments in multiple areas that allow the entire practice to drive value, such as clinical innovation programs, AI platforms and professional development opportunities. Due to the nature of our services, we are often involved in the piloting of new AI technology, so our practice can tap into the latest innovative tools first. It's an exciting place to be!

What sets RP Matrix apart from other teleradiology services?

Our radiologists are committed to creating a new vision of teleradiology—a collaborative, smooth and efficient extension of the high-quality care provided by the onsite practice. We want to create a connection with the healthcare facilities and practices we are serving and be part of the team. Our partnership with onsite practices is a long-term solution, not a temporary fix. We are involved and equally responsible for the wellbeing of the practice and the care of its patients.

How does this benefit the referring clinicians and onsite practices RP Matrix serves?

Our Matrix teams are structured in regional subgroups, fostering close relationships between our remote radiologists, the local radiologists and referring clinicians. Each subgroup of radiologists partners with practices in their region, creating a level of collaboration between the teleradiologists and those practices that far exceeds a "vendor" relationship. This model facilitates partner-to-partner teamwork and joint accountability between the local practice and Matrix, resulting in our radiologists truly integrating as members of the local practices we serve. This structure also offers stability to the onsite practices because there is no revolving door. We provide reliable support through consistent teams of teleradiologists who together serve their practices.

What would you tell a radiologist considering a role at RP Matrix?

The structure of RP Matrix encourages camaraderie and teamwork, offering social connection, a collaborative work environment and a culture of belonging, all while working remotely. While RP Matrix teleradiologists are an extension to the local practices of which they serve, they are also part of a cohesive, regional team within Matrix.

Additionally, teleradiologists can maintain healthy work-life balance by reading remotely from home while enjoying a flexible schedule, offering the ability to spend more time with family and friends or pursue new hobbies. RP Matrix radiologists work every other week or seven days on/14 days off.

Our radiologists are also involved in non-clinical aspects of the practice. From various subcommittees, educational offerings, quality assurance, recruiting and onboarding, the RP Matrix radiologists are connected to topics and opportunities that interest them or benefit their goals for the future.

At RP Matrix, everyone has a seat at the table, and we want to support each other. The mentality is “us”—What can “we” do together to provide excellent care to our patients and the best service to our partners.

Dr. Jorge Ramirez is a practicing radiologist and the president of [RP Matrix](#), the internal teleradiology division of [Radiology Partners](#) (RP). RP is a leading physician-led and physician-owned radiology practice in the U.S. Learn more about our mission, values and practice principles at [RadPartners.com](#). For the latest news from RP, follow along on the [RP blog](#) and on [Twitter](#), [LinkedIn](#), [Instagram](#) and [YouTube](#).