



Why RP? Q&A with Dr. Jennifer Hill, Neuroradiologist

Dr. Arthy Saravanan, associate chief medical officer for recruitment at Radiology Partners (RP), recently spoke with Dr. Jennifer Hill, neuroradiologist and practice president of Renaissance Imaging Medical Associates (RIMA).

Dr. Hill discussed the transformative partnership with RP and explored leadership, technology and work-life balance in radiology. Read excerpts from their discussion below and [watch an extended version here](#).

Dr. Saravanan: How did you join RP, and how has your experience been so far?

Dr. Hill: Our practice, RIMA, is based in Los Angeles and has been around for over 20 years. We grew into a sizeable regional practice and, at one point, were the fourth-largest practice in the country. By 2016, we realized we were ready to take our practice to the next level. Even though we were a multi-subspecialty practice, we knew we could benefit from better infrastructure, support and partners. So, we began looking for the right partner and eventually found RP. We joined them in 2018. They shared our same vision, mission and values, so we knew it would be a good fit. Like us, RP believes radiologists should be in key leadership roles in the practice and that patients always come first.

Can you share your leadership roles and how RP has supported them?

I was named practice president shortly before we found a partner and have continued in that role since then. RP values the local structure, so day-to-day operations have stayed mostly the same,

except now, I have a big team supporting me from behind the scenes. One of the things I didn't realize when I joined RP was the extensive resources available to us. For example, I joined the Clinical Value Team's neuroradiology advisory board for a couple of years, which was a great opportunity to work with top-notch neuroradiologists from across RP and elevate our neuroradiology services.

Isn't it amazing how those subspecialty boards work? Before, we didn't have access to radiologists across the country, and now we can exchange ideas freely. I can send cases to colleagues in the Northeast even though I'm based in Texas. It's an amazing opportunity.

I think we can become so focused on our regional practices. For example, discussing how to handle code stroke with someone in Texas, likely from your group, is both supportive and informative. This collaborative aspect is a great perk that, I admit, I didn't fully appreciate when we first joined.

Now that you've been with RP for a few years, are there other perks that may have stood out to you during and after the transition?

One thing we were excited about was the access to advanced technology, particularly AI. I know it's a buzzword, but it's true. As radiologists, we want to be at the forefront of utilizing that technology. While AI won't replace us, having access to cutting-edge tools and the expertise of so many smart people with RP helps us lead the way and move forward effectively. That's been a fantastic benefit.

I'd love to hear about your interests and hobbies outside of work.

Work is a big part of my life. I inherited a bit of a workaholic gene from my father. Medicine is very important to me, but my family and friends are even more so. I've found you can always make time for what truly matters. The more time you make for family, friends and working out, the better you can manage stress and stay balanced across all areas of life. For me, staying active is key. I try to work out whenever possible and spend quality time with friends and family. I love hiking and am currently learning to play golf, which is quite challenging. I used to play soccer, and all three of my children are soccer players. My oldest is married to a Brazilian who is an excellent soccer player, and his brother is on Brazil's national team and is famous worldwide. So, soccer is huge in our house, and having a Brazilian family connection has made it even more exciting.

What is your workout of choice?

Honestly, I'm addicted to Peloton and cycling. I like to run, but my knees are not too happy when I do that. I got really into cycling during COVID. One of my colleagues suggested, "You know, Jen, you need to get a Peloton." So, I bought one right before the rush hit, and I haven't gotten off since.

You're an exemplary leader in your practice and have a busy life outside of work. How do you manage to excel in both areas?

I think it comes down to a can-do attitude. I'm comfortable managing many things at once. However, I focus on being fully present whenever I'm at work or with family or friends. When I'm working out, that's my time, and I don't like to be disturbed. Balancing work, family, friends and exercise makes me happy, and finding time for all of them is when I'm most satisfied.

What has been your experience as a female leader in radiology? Do you have any tips or insights on being a woman in this field and how you manage that role?

As a female leader in radiology, I've learned the importance of getting involved and finding mentors who appreciate what you bring to the table. You might face some obstacles, but don't let that discourage you. RP is very supportive. During meetings, make sure to sit at the table and speak up—your perspective is valuable and can make a difference. Over time, you'll see that your voice matters. So, women, make sure to take your place at the table.

Can you provide an example of how RP has helped promote or enable your female leadership style within the organization?

I was fortunate to have the founder of our practice be very supportive of me, and it was based on my abilities rather than my gender. My 15+ years in that environment made me think this was the norm. However, attending medical executive committee meetings showed me that that's not the case everywhere. When I first joined RP, I was unsure what to expect. I felt accepted and valued from the start—and I still do. I believe RP is increasingly committed to being inclusive and supportive of women. COVID has significantly impacted work-life balance, bringing it to the forefront not just at RP but globally. We've adjusted our schedules and made accommodations that benefit everyone, not just women. RP has supported and encouraged these changes. Additionally, outside of RIMA, RP offers a great wellness and support network for those seeking more or wishing to engage in broader collaborative efforts.

We're dealing with a physician shortage nationally, and more and more radiologists are complaining of burning out. How do you personally manage burnout?

Working out is my number one through 10. I can always tell when I haven't worked out enough and need to get back on that bike. Along with exercise, I've also started incorporating meditation into my routine, which has been very beneficial. I practice it on my own, though some might prefer group settings. The key is finding that quiet space in whatever way works for you. Sometimes, it's a hike or a walk around the hill. It's also important to connect with colleagues, check in on them and have conversations beyond reading cases. Make sure we're all connecting on a human level, and do not forget to take time for yourself—even if it's just for a few seconds. Taking those moments is essential.

Dr. Jennifer Hill earned her medical degree from the University of California, Los Angeles (UCLA); completed her residency at UCLA; and completed a fellowship in neuroradiology at UCLA.

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