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2025 Page Annual Conference

James Atkinson
VP, Thought Leadership,
SHRM

James Atkinson is the VP, Thought Leadership at SHRM, where he leads research teams uncovering key insights on the challenges and trends affecting HR and the workplace. James has more than 15 years of research, data, and product experience, having spent a decade in various leadership roles within the HR industry. Prior to SHRM, James was the Vice President of Data Products at Payscale, where he was responsible for the overall strategy, development, and delivery of data products for compensation professionals. He also spent 9 years at Gartner, finishing his tenure there as the Managing Vice President of Data Products for the HR research and advisory practice. Across his career, his teams have created award-winning research and data products for HR executives and their teams on topics including learning and development, total rewards, recruiting, talent management, HR strategy, and HR technology. This work has been featured in top business journals and media outlets such as Harvard Business Review, Wall Street Journal, Forbes, and Fortune.

James holds a PhD in Political Science from the University of Michigan and an MBA from Ohio State University.