



NEWS RELEASE

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FOR IMMEDIATE RELEASE

Joint Statement from Clark Atlanta University and Waffle House

Following a review of the “Waffle House Workers Research Findings” summary previously posted by The W.E.B. Du Bois Southern Center for Studies in Public Policy at Clark Atlanta University, Clark Atlanta University and Waffle House are issuing the following updates and clarifications.

Clark Atlanta University has removed the summary from its website. The summary described the research findings as based on a study of Waffle House workers. CAU has clarified that the summary was connected to a broader research effort examining workforce issues across multiple employers and sectors in the South.

The study was not intended to serve as a comprehensive assessment of Waffle House, its workforce, or its company-wide policies. As it related to Waffle House, the summary reflected self-reported experiences from 35 survey participants drawn from a broader research effort. The research effort was not designed to independently verify individual employment details or evaluate Waffle House’s company-specific policies or practices. Accordingly, the findings of the study itself should be understood with these scope and methodological limitations in mind.

Clark Atlanta University recognizes that the summary’s presentation raised questions about the nature, scope, and applicability of the research and conveyed a focus on Waffle House that did not reflect the broader context of the larger research study. CAU clarifies that the summary did not intend to reflect a review of any single employer’s company-wide policies and that it would be a mistake to read the summary as a comprehensive assessment of Waffle House and its company-wide policies. The University is strengthening its internal review processes for the public dissemination of research summaries and related materials associated with the institution.

CAU also affirms that academic research conducted by faculty reflects the independent scholarly work of researchers and does not necessarily represent the official positions, endorsements, or conclusions of the University.

Waffle House greatly appreciates CAU's clarification and highly respects the University's leadership.

As a major Atlanta employer with many proud CAU and HBCU graduates among its management leadership team and its associates, Waffle House supports CAU's long legacy of academic excellence and its vital role in our shared community.

About Clark Atlanta University

Clark Atlanta University (CAU) was formed in 1988 through the consolidation of Atlanta University founded in 1865 and Clark College founded in 1869. Atlanta University, established by the American Missionary Association, was the nation's first institution to award graduate degrees to African Americans. Clark College, founded by the Freedman's Aid Society of the Methodist Episcopal Church (now the United Methodist Church), was the nation's first four-year liberal arts college to serve a primarily African American student population.

CAU maintains an affiliation with the United Methodist Church and is the largest of the four institutions comprising the Atlanta University Center Consortium and the largest of the UNCF member institutions. As an R2 Carnegie-classified research university, CAU offers bachelor's, master's, and doctoral degree programs in the arts and sciences, business, education, public administration, social work, and innovative fields such as cyber-physical systems.

CAU is home to WCLK 91.9 FM, the only member-supported, NPR-affiliated jazz and public radio station in Georgia, and the CAU Art Museum, one of the most significant permanent collections of African American modern and traditional African diaspora art in the southern United States. CAU competes in NCAA Division II as a member of the Southern Intercollegiate Athletic Conference (SIAC), with athletics programs including basketball, football, volleyball, softball, baseball, tennis, track and field, cross country, and golf. The university is ranked among top HBCUs by LinkedIn, U.S. News & World Report, and the Wall Street Journal.

To learn more about Clark Atlanta University, visit www.cau.edu.