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President

December 3, 2014

Mr. Bob Sullivan  
P.O. Box 43  
Hastings, NE 68901

Dear Bob,

I want to take a few moments and respond to the letter you sent me last week regarding the inclusion of legally married same sex couples within the University's employee benefit package. All of Creighton's core values are consistent with Catholic teachings and we work very hard to make decisions in practical situations that reflect those values. As you may know from the history of Catholic moral teaching and practice, sometimes practical issues demand some discernment between goods and values as we understand them. I think the current work of the Synod that the Holy Father has called is a good example. No principle applies in every practical case in the same way and that is the nature of moral theology.

The focus on the inalienable worth of each individual has always been a particularly Ignatian concern. However, St. John Paul II made that concern one of the pre-eminent teachings of his pontificate. This religious dimension permeates our culture and campus environment here at Creighton. It is within this context that the offering of benefits to all those who are legally married to university employees is given.

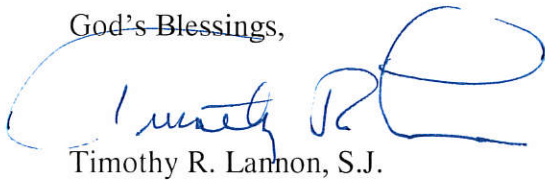
The Jesuit value "cura personalis" — care for the entire person — is consistent with our efforts to foster an inclusive, compassionate and respectful environment. It actually is an issue of social justice for our employees from my perspective. This decision is not a statement of approval but rather an acknowledgement of our responsibility to serve the needs of faculty and staff who faithfully serve the needs of our students and patients every day.

I respect your choice to disagree and to express that to me. When there is a conflict of values, which there often is in moral decisions, one has to form

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one's conscience, pray, discern, and choose the value or values that one discerns take priority in any given situation. I took over a year informing my own conscience through prayer, gathering information, dialoguing, consulting Church teaching and noting Pope Francis' shift in tone regarding homosexual persons. On the basis of the responsible formation of conscience, which the Church teaches that a person has a moral obligation to follow, I have concluded that the value of universal access to health care for spouses of Creighton employees, heterosexual or homosexual, is important, while stating Creighton's support of the Church's teaching regarding same-sex sacramental marriage.

God's Blessings,

A handwritten signature in blue ink, appearing to read "Timothy R. Lammon, S.J.", with a large, stylized flourish extending to the right.

Timothy R. Lammon, S.J.