

J. ROYCE FICHTNER

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TEACHING AND ADMINISTRATIVE EXPERIENCE

Drake University:

Ellis and Nelle Levitt Distinguished Professor of Business Law (Tenured), July 2022-
Professor of Business Law (Tenured), July 2020-July 2022.

Associate Dean of Zimpleman Academic Affairs, July 2016-June 2019.

Associate Professor of Business Law (Tenured), July 2014-June 2020.

Assistant Professor of Business Law (Tenure Track), July 2009-June 2014.

Assistant Professor of Practice in Business Law, August 2008-June 2009.

- **Courses Taught:**

- First Year Seminar (FYS 41/42)
- The Business Profession (BUS 002)
- Business Law I (BLAW 060)
- Legal Issues/Business Organizations (BLAW 180)
- Various Topics in Business Law (BLAW 190)
- Practical Contract Interpretation (BLAW 225)
- Commercial Law (BLAW 240)
- Accounting and the Law (BLAW 250)

- **Service (Past and Present):**

- Chairperson, Drake University Hearing Panel
- Chairperson, Zimpleman Undergraduate Curriculum Committee
- Chairperson, Zimpleman Promotion & Tenure Committee
- Chairperson, Zimpleman Committee of Full Professors
- Chairperson, Zimpleman Scheduling Committee
- Faculty Senator, Drake University
- Commencement College Marshall
- Member, University Undergraduate Curriculum Committee
- Member, University Curriculum Analysis Committee
- Member, Academic Freedom & Tenure Committee
- Member, Admissions, Retention, & Financial Aid Committee
- Member, Zimpleman College of Business Dean's Cabinet
- Member, Zimpleman College of Business Graduate Curriculum Committee
- Member, Zimpleman College of Business Research Committee
- Member, Digital Transformation Working Group
- Member, Online Programs Analysis Team
- Member, Online Programs Assessment Team
- Member, Online Programs Ad Hoc Team
- Member, Council of Assistant and Associate Deans
- Member, January Term Oversight Committee

- Member, Provost Search Committee (Fall 2015)
- Member, Associate Dean of Students Search Committee (2017)
- Member, Ad Hoc team to Create Iowa Community Colleges Blanket Articulation Agreement
- Member, Pre-Professional Working Group
- Member, Baum Ethics Chair Selection Committee
- Member, Ellis and Nelle Levitt Distinguished Professorship Selection Committee
- Member, Zimpelman Junior/Senior of the Year Selection Committee
- Member, Drake Research Grant Committee
- Secretary/Treasurer for Beta Gamma Sigma student organization
- Faculty Advisor for Delta Sigma student organization
- Faculty Advisor for Drake Bass Fishing Club
- Academic Advising:
 - Specialization in transfer students
 - Specialization in advising pre-law students
 - Proactive Advising Mentor Program Participant
- Admissions:
 - Led Zimpleman College of Business Admissions, Summer 2016-Summer 2017
 - Zimpleman College of Business Recruitment Rock Star of the Year Award 2023
 - Key presenter at numerous recruiting programs/events

AIB College of Business:

Adjunct Instructor, January 2004-August 2008.

- Courses Taught:
 - Business Law I
 - Business Law II
 - Business Ethics
 - Contemporary Leadership Theory

Drake Law School:

Teaching Assistant, August 2003-May 2005.

- Course Taught:
 - Legal Research and Writing

REFEREED PUBLICATIONS

“Criminalizing Deepfakes: A Comprehensive Review of US Legislative Responses to Synthetic Media Abuse” J. Royce Fichtner & Troy Strader, *Journal of the Midwest Association for Information Systems* January (1): 25-50 (2026).

“An analysis of U.S. website accessibility court cases: are standalone websites subject to ADA requirements?” J. Royce Fichtner & Troy Strader, *Univ Access Inf Soc* 24, 517–533 (2025).

“IT Ethics and Law Courses: An Analysis of Curricula in Medium-Sized US Doctoral Classification Universities” Troy Strader & J. Royce Fichtner, *Journal of the Midwest Association for Information Systems* July (2): 15-28 (2024).

“Will Products Liability Litigation Help Protect IoT Users from Cyber-Physical Attacks” J. Royce Fichtner & Troy Strader, *Journal of International Technology and Information Management* April 31(1), 79-96 (2022).

“Rights to Unknown Valuables Found Secreted in Sold Articles or Dwellings” J. Royce Fichtner, *Widener Law Review* 27(2), 199-218 (2021).

“Clarifying the Original Clawback: Interpreting Sarbanes-Oxley Section 304 Through the Lens of Dodd-Frank Section 954” J. Royce Fichtner, Patrick Heaston, and Lou Ann Simpson, *Journal of Business, Entrepreneurship & the Law* 10(1), 1-24 (Pepperdine University School of Law 2017).

“The Unfulfilled Promise of Sarbanes-Oxley Section 304: A Call for Pervasive Enforcement” J. Royce Fichtner, John Rozycki, and Patrick Heaston, *DePaul Business & Commercial Law Journal* 14(1), 49-78 (Fall 2015).

“If at First You Don’t Succeed: SEC Comments Regarding Non-GAAP Disclosures in Registration Statements” Lori Solsma, Amy Klemm Verbos, and J. Royce Fichtner, *Rocky Mountain Law Journal* 4, 7-27 (2015).

“Trimming the Deadwood: Removing Tenured Faculty for Cause” J. Royce Fichtner & Lou Ann Simpson. *Journal of College and University Law* 41(1), 25-44 (2015).

“Online and Offline Content Piracy Activities: Characteristics and Ethical Perceptions” Troy J. Strader, J. Royce Fichtner, Geoffrey D. Bartlett, and Lou Ann Simpson, *International Journal of Technoethics* 5(2), 23-38 (2014).

“Non-Work Related Computing and Job Characteristics: Literature Review and Future Research Directions” J. Royce Fichtner & Troy J. Strader, *Journal of Psychological Issues in Organizational Culture* 4(4), 65-79 (2014).

“Creating, clarifying, and enforcing an effective non-work related computing policy: A legal perspective” J. Royce Fichtner, Troy J. Strader, and Steven Scullen, *Journal of Information Policy* 3, 389-410 (2013).

“Carnival games: Walking the line between illegal gambling and amusement” J. Royce Fichtner, *Drake Law Review* 60(1), 41-66 (Fall 2011).

“International audit committee independence requirements: Are policy makers putting the academic research to use?” J. Royce Fichtner, *Atlantic Law Journal* 13, 117-145 (August 2011).

“The Impact of Context on Employee Perceptions of Acceptable Non-Work Related Computing” Troy J. Strader, J. Royce Fichtner, Lou Ann Simpson, and Suzanne Clayton, *International Journal of Technoethics*, 2(2), 30-44, (April-June 2011).

“Automated takedown notices and their potential to generate liability under section 512(f) of the Digital Millennium Copyright Act” J. Royce Fichtner & Troy Strader, *Journal of Intellectual Property Law and Practice*.” 6(1), 51-59 (January 2011).

“Legal Issues Facing Companies with Products in a Digital Format” J. Royce Fichtner and Lou Ann Simpson, peer-reviewed chapter in the book *Digital Product Management, Technology and Practice: Interdisciplinary Perspectives*, Troy Strader (Ed.), Hershey, PA: IGI Global, (2011).

“The recent international growth of mandatory audit committee requirements” J. Royce Fichtner, *International Journal of Disclosure and Governance* 7(3) 227-243 (August 2010).

“The Iowa Mobile Home Landlord-Tenant Relationship, Present Eviction Procedures and Needed Reforms” J. Royce Fichtner, *Drake Law Review* 53: 181-204 (2004).

OTHER PUBLICATIONS

“Supreme Court Passes on Important Opportunity to Add Clarity to ADA Public Accommodation Requirements” J. Royce Fichtner, Viewpoint, *Drake Management Review* 14:1, 52-55 (2024).

“The JOBS Act — A 21st Century Funding Highway” J. Royce Fichtner & Thomas M. Swartwood, Viewpoint, *Drake Management Review* 1:2, 8-11 (2012).

ACADEMIC & PROFESSIONAL PRESENTATIONS

“Analyzing recent legislation criminalizing the use of Deepfake technology.” Presented at the Zimpleman College of Business & Public Administration Research Seminar, November 2025.

“An Analysis of ADA-Related Lawsuits Resulting from Website Technology Failure” Troy Strader and J. Royce Fichtner. Midwest Association for Information Systems Conference Summer 2023.

“Rights to Unknown Valuables Found Secreted in Sold Articles or Dwellings” Presented at the Southeastern Academy of Legal Studies in Business, Savannah, Georgia, Fall 2020.

"Veiled Taxes and Their Outcomes: The Case of the Brady Handgun Violence Protection Act of 1993" Presented at the Atlantic Marketing Association Conference, Williamsburg Pennsylvania, 2017.

"Clarifying the Original Clawback: Interpreting Sarbanes-Oxley § 304 Through the Lens of Dodd-Frank § 954" Presented at the Southeastern Academy of Legal Studies in Business, Durham North Carolina, Fall 2016.

"The Trouble with Discretion: Implementing the Dodd-Frank Clawback" Presented at the Drake College of Business & Public Administration Research Colloquium, April 2016.

"The Unfulfilled Promise of Sarbanes Oxley, Section 304" Presented at the Rocky Mountain Academy of Legal Studies in Business 2015 Regional Conference, Vail Colorado, September 2015.

"The Use of Non-GAAP Financial Measures in IPO Filings" Presented at the Drake College of Business & Public Administration Research Colloquium, May 2015.

"Searching for the Edges of Section 304 Clawback Liability" Presented at the Drake College of Business & Public Administration Research Colloquium, May 2015.

"Trimming the Deadwood: Just Cause Terminations of Tenured Faculty" Academy of Business Research 2014 Conference, Atlantic City, New Jersey, September 2014.

"Judicial Deference in Just Cause Terminations of Tenured Faculty" Rocky Mountain Academy of Legal Studies in Business 2013 Regional Conference, Vail Colorado, September 2013.

"Unemployment Compensation and Non-Work Related Computing" Drake College of Business & Public Administration Research Colloquium, April 2013.

"Does Non-Work Related Computing Constitute Misconduct that Disqualifies a Terminated Employee from Receiving Unemployment Compensation Benefits?" Presented at the Rocky Mountain Academy of Legal Studies in Business 2012 Conference, Vail, Colorado, September 2012.

"Carnival Games: Illegal Gambling or Quality Children's Entertainment?" Presented at the Drake College of Business & Public Administration Research Colloquium, November 2011.

"Illegal Gambling on the Midway" Presented at the Rocky Mountain Academy of Legal Studies in Business 2011 Regional Conference, Vail Colorado, September 2011.

"International Audit Committee Composition Requirements" Presented at the Drake College of Business & Public Administration Research Colloquium, May 2011.

“Audit Committee Independence Requirements, Are International Policymakers Putting the Academic Research to Use?” Presented at the Western Academy of Legal Studies in Business 2011 Regional Conference, Monterey California, March 2011.

“Future Research in the Area of International Mandatory Audit Committee Requirements” Presented at the Drake College of Business & Public Administration Research Colloquium, April 2010.

“The Growth of Mandatory Audit Committee Requirements” Presented at the Rocky Mountain Academy of Legal Studies in Business 2009 Regional Conference, Vail Colorado, October 2009.

Continuing Legal Education: “Iowa Legal Citation for the Iowa Court of Appeals” September 2007.

RESEARCH GRANTS, HONORS, & TEACHING AWARDS

Zimpleman College of Business Social Impact Award for Research 2023.

Zimpleman College of Business Rock Star Recruitment Award 2023.

Zimpleman College of Business Undergraduate Teacher of the Year Award 2021.

Zimpleman College of Business Harry Wolk Research Award 2015.

Zimpleman College of Business Undergraduate Teacher of the Year Award 2014.

Zimpleman College of Business Research Mentor, 2014-15.

Staff Editor, Rocky Mountain Law Journal.

Editorial Board, Drake Management Review.

Western Academy of Legal Studies in Business Best Paper Award 2011.

Roger Brooks Faculty Development Award for Joint Faculty Student Research 2010.

EDUCATION

Drake University Law School

Juris Doctorate, *Highest Honors*, 2005

Managing Editor, *Drake Law Review*

Order of the Coif

University of Northern Iowa

B.A. Business Administration, *Summa Cum Laude*, 1997

Economics Minor

Beta Gamma Sigma Honor Society

LEGAL EXPERIENCE

Staff Attorney, Iowa Court of Appeals, 2007-2008

- Researched and wrote in the areas of employment law, contract law, torts, workers compensation, insurance law, criminal law, and family law.

Associate, Grimes, Buck, Schoell, Beach & Hitchins, 2006

- Practiced law with emphasis in criminal law, real estate law, and income tax.

Law Clerk, Iowa Supreme Court, 2005-2006

Summer Associate, Davis Brown Law Firm, Summer, 2004

Intern, Legal Aid Society of Story County, Summer, 2003

BUSINESS EXPERIENCE

General Manager, Old Navy, 2000-2002

- Recruited, hired, and trained staff of five managers and one-hundred sales associates to operate seven million dollar retail store.

Operations Manager/Computerized Scheduling Trainer, Old Navy, 1998-2000

- Traveled throughout Iowa, Nebraska, and Minnesota to train other management teams how to implement new computerized management information system.

Merchandise Manager, Kohl's Department Stores, 1997-1998

- Negotiated with buying office to establish effective product mix and increase profit margins.

BAR ADMISSION

Iowa, 2005 (current)