



UNIVERSITY of
SOUTH FLORIDA

POSTDOC RESOURCE GUIDE 2021-2022

UNIVERSITY of
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Dear Postdoctoral Scholar:

On behalf of the faculty and administration of the University of South Florida, it is our pleasure to welcome you. At USF, the postdoctoral experience emphasizes scholarship and continued research training for individuals who have recently completed a doctoral degree. Our postdocs engage in research training under the general oversight of a faculty mentor in preparation for a career position in academe, industry, government or the non-profit sector. In addition, postdoctoral scholars enrich the research community with their expert knowledge and experience, and provide mentorship to graduate and undergraduate students.

The university strives to enhance the postdoctoral experience by providing a stimulating and constructive environment, and by encouraging mutual respect and understanding. Our goal is for you to have an excellent professional and personal development experience during your postdoctoral employment at USF. We hope this guide will help you get off to a great start at USF and in the Tampa Bay community. You will find a lot of practical, useful information and resources to help you settle into your life and work at USF. If you have any questions or concerns, please feel free to contact your immediate supervisor or the Office of Postdoctoral Affairs.

Again, welcome to USF! We are delighted you chose USF and look forward to working with you. We are committed to your success and development during your time with the University of South Florida. If you have any questions on your benefits or employment, do not hesitate to contact Human Resources at (813) 974-2970 or via email at benefits@usf.edu.

Sincerely,

Dr. Ralph Wilcox
Provost and
Executive Vice President, USF

Dr. Dwayne Smith
Senior Vice Provost and
Dean, Office of Graduate Studies

Keith Anderson
Interim Vice President for Research,
Innovation & Knowledge Enterprise

Dr. Charles J. Lockwood
Senior Vice President, USF Health and
Dean, Morsani College of Medicine

University of South Florida

The University of South Florida is a high-impact global research university dedicated to student success. Over the past 10 years, no other public university in the country has risen faster in U.S. News and World Report's national university rankings than USF. Serving more than 50,000 students on campuses in Tampa, St. Petersburg and Sarasota-Manatee, USF is designated as a Preeminent State Research University by the Florida Board of Governors, placing it in the most elite category among the state's 12 public universities. USF has earned widespread national recognition for its success graduating under-represented minority and limited-income students at rates equal to or higher than white and higher income students. USF is a member of the American Athletic Conference.

To learn more about USF, we invite you to explore [About USF](#) on our website, review the [USF Strategic Plan](#), and learn about our [Points of Pride](#), including some impressive enrollment statistics and important facts about the university.



We are One USF. The University of South Florida has campuses in [Sarasota-Manatee](#) (left), [Tampa](#) (center), and [St. Petersburg](#) (right).

USF MISSION

Led by outstanding faculty and professional staff, the University of South Florida conducts innovative scholarship, creative activity and basic and translational research, and delivers a world-class educational experience promoting the success of our talented and diverse undergraduate, graduate, and professional students. As a public metropolitan research university, USF, in partnership with our communities, serves the people of Florida, the nation, and the world by fostering intellectual inquiry and outcomes that positively shape the future - regionally, nationally and globally.

USF GOALS

1. To promote the lifelong success of well-educated, highly skilled, and adaptable alumnae/alumni who lead enriched lives, are engaged citizens, and thrive in a dynamic global market.
2. To conduct high-impact research and innovation to advance frontiers of knowledge, solve global problems, and improve lives.
3. To be a major social and economic engine creating robust global, national, and regional partnerships to build a prosperous and sustainable future for our regional communities and the State of Florida.
4. To provide a safe, inclusive and vibrant community for learning, discovery, creative activities, and transformative experiences enabled through adaptive design of physical, social, and digital environments.
5. To practice continuous visionary planning and sound management throughout USF to ensure a strong and sustainable financial base, and to adapt proactively to emerging opportunities in a dynamic environment.

PRINCIPLES OF COMMUNITY

Excellence with Equity

We affirm the value of excellence. Our essential pursuit of truth and wisdom depends upon fairness and equity. We recognize that individual and collective excellence entails a responsibility to ensure that every member of our community has the opportunity to succeed.

Diversity with Inclusion

We affirm the value of diversity, individual dignity, equity, and our common humanity. Diversity of lived experiences, thought, and values enriches our lives and our whole university community. We seek the intentional inclusion of the broadest possible range of these perspectives essential to a university with local, state, national, and global impact.

Freedom with Responsibility

We affirm the value of academic freedom and the inherent value of people's right to express themselves respectfully, freely, safely, and with civility. We reject the demeaning acts of bullying, violence, prejudice, and discrimination as they undermine the community we aspire to be.

Dialogue with Respect

We affirm the value of evidence and seek perspectives to foster productive communication, dialogue, and constructive disagreement. We listen respectfully and reject language that demeans any member of the community. We embrace differences by learning through open debate in a spirit of curiosity.

Transparency with Accountability

We affirm the value of a clear and transparent working and learning environment that promotes honesty, fairness, and trust. We commit our time, talents, and resources to building a culture of caring that promotes the integrity of our relationships and the sustainable well-being of the entire community. We are personally responsible, across every level, for treating each other with respect, candor, and accountability.



The [Martin Luther King Jr. Plaza](#) is both the literal and symbolic heart of the Tampa campus providing a place to sit and reflect on the lasting legacy of the civil rights leader.

University of South Florida

Guide for Postdoctoral Scholars

The goods and services identified here do not necessarily represent specific USF affiliations or endorsements. This guide is not an employment contract and it is not intended to create an expectation of ongoing employment. The benefits contained in this guide are subject to repeal or modification at the sole discretion of the University with or without notice.

Employees funded solely from contracts or grants shall receive benefits equivalent to similar employees on state funding, provided that such benefits are permitted by the terms of the contract or grant, the rules of the funding agency, and adequate funds are available for this purpose in the contract or grant.

All premium rates listed in this guide are subject to change and are dependent upon contractual rates with vendors.

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Postdoctoral Employee Benefits

Direct Deposit

All employees at USF are required to participate in the Direct Deposit Program within 30 days of hire. Employees may have their paycheck deposited directly into the financial institution account of their choice. Pay days are every other Friday. Find out more information from the [University Controller's Office](#).

Emergency Closing Pay

Postdoctoral Scholars are eligible to receive their regular biweekly pay in the event of an emergency closing of the university. For more information, visit the Human Resources [Attendance & Leave](#) page.

Employee Assistance Program

The [Employee Assistance Program \(EAP\)](#) offers a comprehensive suite of services to help you live a better, healthier life. The program is offered through Magellan Health Services and includes services such as qualified child and elder care referrals, adoption information and resources, legal consultation, financial services consultation, family and relationship issues, work/life balance, stress management, health and wellness, grief and loss, depression and anxiety, alcohol or drug concerns, and dealing with conflict or violence. These services are free of charge to all Postdoctoral Scholars and their spouses, domestic partners, dependents and others in their household. To access the EAP program call 1(800) 327-8705 or go to the [Magellan website](#) 24 hours a day, 7 days a week.

Employee Perks and Discounts

A variety of local companies and services offer [perks and discounts](#) to USF employees with a USF ID card, including area theme parks, cell phone providers, restaurants, and much more. For more information, visit the [Human Resources Perks & Discounts](#) page.

Insurance Benefits

Postdoctoral Scholars and their eligible family members may participate in the health insurance program. Postdocs have the option of enrolling in the University Sponsored Health Plan or the State Sponsored Health Plan, but must only choose one. **You must enroll within 60 days of beginning employment at USF.** USF pays a portion of the Health plan premiums.

Please note that for postdocs with international status, there are some restrictions with plan choices in order to remain compliant with regulations. Please reach out to a member of the Benefits team for additional guidance.

For more information on any of the insurance benefits available to Postdocs, including how to enroll in benefits, contact the Benefits team at benefits@usf.edu.

- [Tampa campus](#) – (813) 974-2970
- [St. Petersburg campus](#) – (727) 873-4105
- [Sarasota-Manatee campus](#) – (941) 359-4775

Additional information about the health and supplemental benefit options available to Postdocs can be found in the University Sponsored and State Sponsored benefits sections of this guide.

University Sponsored Benefit Plans

University Sponsored Postdoc Health Plan

Medical insurance is underwritten by [UnitedHealthcare Student Resources](#), and serviced by Arthur J. Gallagher & Co. USF contributes 80% of the premium for the Postdoc and 50% of the premiums for the spouse and children. For questions regarding medical insurance coverage and how the plan works, please visit the [Gallagher Student Health website](#) and click on the Customer Service link. For questions regarding how to file a claim or to follow up on a claim, contact the UnitedHealthcare StudentResources at 1-866-948-8472 or GKClaims@uhcsr.com. To review the 2021/22 Insurance Plan Brochure, please visit the [Gallagher Student Health website](#).

Premiums are based on an employee's percentage of full-time employment (FTE). A change in FTE will result in a change to employee's premium amount. Employee contributions are paid via payroll deduction. The 2021/22 premiums are as follows:

Coverage	Monthly Postdoc Contribution	Monthly USF Contribution	Total Monthly Premium
Postdoc Only	\$55.17	\$220.67	\$275.84
Postdoc + Spouse	\$193.09	\$358.59	\$551.68
Postdoc + Spouse + One Child	\$331.01	\$496.51	\$827.52
Postdoc + Spouse + Children (2-6)	\$468.92	\$634.43	\$1103.35
Postdoc + One Child	\$193.09	\$358.59	\$551.68
Postdoc + Children (2-6)	\$331.01	\$496.51	\$827.52

University Sponsored Supplemental Plans through Gabor Financial Solutions

These supplemental benefit plans are fully funded by the employee. Costs vary by plan and coverage level chosen.

Whole Life Insurance

The [Whole Life Insurance](#) policy comes with a guaranteed death benefit, guaranteed level premium, and guaranteed cash value increases. The plan is portable and as long as premiums are paid consistently on time, the policy will not lapse and premiums will never increase. The plan features Guaranteed Issue coverage for eligible employees up to \$250,000, for eligible spouses up to \$50,000, and \$25,000 for dependents. You may enroll within 60 days of beginning employment at USF.

Long Term Disability

The [Long Term Disability](#) policy replaces 60% of the employee's income, tax-free, to a maximum of \$15,000 per month. Disabilities lasting more than twelve months receive an 11% contribution toward an annuity contract. Policy options include a 30-day or 90-day elimination period at the time of enrollment. No medical underwriting is required if enrolling within the first 90 days of employment.

To enroll in these plans, please visit [the Gabor Financial Solutions website](#).

State Sponsored Benefit Plans

As an employee of USF, Postdocs may receive a benefits enrollment packet from People First, the State of Florida Benefit Administrator, based on verification of an appointment of 0.75 FTE or an average of 30 hours worked per week.

State Health Plan

All [State Health Insurance plans](#) include [prescription drug coverage](#) for participants.

- Standard Health Plan (HMO or PPO options)
 - \$50 single or \$180 family per month
- High Deductible Health Plan (HMO or PPO options)
 - \$15 single or \$64.30 family per month
- Spouse Program - \$15 per spouse per month (spouses must both be employed by a state employer and eligible for coverage)

Tax-favored Savings and Spending Accounts

The State offers several [tax-favored savings and spending accounts](#) to eligible participants.

- Health Savings Account – open to High Deductible Health Plan participants that will receive state contributions of \$41.66 (single coverage) or \$83.33 (family coverage) per month as well as have the ability to make their own pretax contributions. Contributions can be used to pay for eligible health expenses.
- Healthcare Flexible Spending Account – open to Standard Health Plan participants that can make pretax contributions to pay for eligible medical, dental, vision, preventative and prescription drug expenses.
- Limited Purpose Flexible Spending Account – Participants that can make pretax contributions to pay for eligible dental, vision and preventative care expenses not covered by your health plan.
- Dependent Care Reimbursement Account – Participants can make pretax contributions to pay for eligible dependent care expenses such as daycare.

Life Insurance

- [Basic life](#) – to participate in this group term life insurance coverage, you must actively enroll and pay \$3.58 per month.

Supplemental Plans

- [Dental](#), [vision](#) and [other supplemental pretax plans](#) – 100% Employee paid

For additional information regarding the State benefit offerings, please visit the [My Florida, My Benefits website](#) or contact the Benefits team at benefits@usf.edu.

Holidays

Postdoctoral Scholars (salaried temporary employees) working their regularly required work schedule are paid for holidays. University offices are closed on the official university holidays. The [Holiday Schedule](#) is posted each year on the Attendance & Leave section of the USF HR website.

ID Card (USF ID)

With a valid driver's license or photo identification, postdoctoral scholars may obtain a USF ID card by visiting the USF Card Center. The USF ID may be used for discounts at a variety of local companies (see [Employee Perks](#) above). Please visit the [USF Card](#) website for locations, hours of operations, or other additional information.

Leave – Paid Time Off

Postdoctoral Scholars receive sixteen (16) days of paid time off (PTO) per calendar year. PTO may be used for vacation, sick or personal time off at the discretion of the employee with supervisor approval. PTO may be used in four (4) and eight (8) hour increments only. PTO is not carried over from year to year. Any unused PTO at the end of the calendar year is forfeited. Unused PTO time will not be paid out at the time of separation from employment.

Below is a chart that indicates the number of PTO days that you will be eligible for in your first year of employment with the university (dependent upon the month you begin your employment). Every year thereafter, your PTO bank will automatically be credited with sixteen (16) days in January to be used during that calendar year. Postdocs appointed at 0.50 to 0.99 FTE will receive a prorated allocation. Postdocs appointed at less than 0.50 FTE do not receive PTO.

Days of PTO		
Start In:	1.00 FTE	0.50 to 0.99 FTE
January	16.00	8.00
February	14.50	7.25
March	13.00	6.50
April	11.50	5.75
May	10.00	5.00
June	8.50	4.25
July	7.50	3.75
August	6.00	3.00
September	4.50	2.25
October	3.00	1.50
November	1.50	0.75
December	0.00	0.00

PTO is requested via GEMS Self Service through the [MyUSF](#) website. Please review the [GEMS Self Service Overview](#) tutorial for further assistance.

Saving For Your Future

403(b) Savings Plan – Pre-tax & Roth

The 403(b) Savings Plan is a voluntary payroll reduction plan, whereby you designate an amount of money from each paycheck to be set aside in an account for future retirement use. You can contribute from 1%-100% of your eligible base pay or Roth contributions, or a combination, up to the annual IRS dollar limits. Alternately, you may choose a dollar amount per paycheck from \$1 up to a maximum of the annual IRS limit. Each person's limit is based on individual information.

A Roth contribution to your Plan allows you to make after-tax contributions and take any associated earnings completely tax-free at retirement, as long as the distribution is a qualified one. A qualified distribution, in this case, is one that is taken at least five tax years after your first Roth 403(b) contribution and after you have attained age 59½, become disabled, or die. Loans and certain withdrawals are permitted.

Deferred Compensation

The State of Florida offers a deferred compensation plan, which allows employees the opportunity to save an amount from each salary warrant and postpone payment of taxes until a later date.

For additional information about USF's voluntary retirement plans, contact the Benefits team at benefits@usf.edu.

- [Tampa campus](#) – (813) 974-2970
- [St. Petersburg campus](#) – (727) 873-4105
- [Sarasota-Manatee campus](#) – (941) 359-4775

Social Security

Postdoctoral Scholars do not participate in Social Security. Instead, they are enrolled in the Temporary Employee Retirement Plan (TERP). See information on **TERP** below. For questions relating to employment and immigration status, contact [USF World](#) at <https://www.usf.edu/world/international-services/index.aspx>.

Temporary Employee Retirement Plan (TERP)

Postdoctoral Scholars participate in USF's qualified retirement plan for temporary employees not covered by the State Retirement System. Instead of paying 6.2% Social Security taxes post-tax, postdocs contribute 7.5% of their pre-tax wages into an investment account in their name. Employees are immediately vested; all investments are controlled by the participant and are completely portable when they leave the university. For more information, visit the [Human Resources Temporary Employee Retirement Plan \(TERP\)](#) page.

Unemployment Compensation

All employees are covered by the Florida Unemployment Compensation Law. Unemployment insurance provides income on a temporary basis to workers who have lost their jobs through no fault of their own, and who are available and able to work. Additional information can be found through the [Florida Department of Economic Opportunity](#).

USF Club

The [USF Club](#) was established to encourage and promote social contact, good fellowship and the exchange of ideas. Annual Membership is \$95.00. Membership is available to all employees, alumni association members, and retirees.

Workers' Compensation

Employees who are injured or become ill due to work-related circumstances are entitled to certain benefits including treatment for the injury or illness at USF's expense. Under Workers' Compensation Insurance, employees are entitled to five benefits:

1. Medical Treatment
2. Light Duty
3. Disability Leave
4. Impairment Benefits
5. Attendant Care

For more information, visit the [USF Workers' Compensation](#) page.

Postdoctoral Employee Resources

Office of Postdoctoral Affairs

The Office of Postdoctoral Affairs (OPA) strives to foster a robust postdoctoral community at the University of South Florida by providing opportunities to enhance the postdoctoral experience, serving as a dedicated resource for postdoctoral scholars, faculty and administrators, and promoting the university's dynamic program of postdoctoral opportunities. Our goal is for each postdoctoral scholar to have an exemplary professional and personal development experience while at USF.

The Office of Postdoctoral Affairs works to serve postdoctoral scholars by:

- Providing professional development opportunities
- Cultivating a community of scholars
- Assisting with the navigation of USF policies and resources
- Advocating for postdocs across USF

Feel free to contact us at postdoc@usf.edu or call (813) 974-0495 with any questions or visit the [OPA website](#) for professional development opportunities and more.

COVID-19 Updates, FAQs & Resources

We are preparing for the new semester with your health and well-being as our highest priority. Though some of the mitigation guidance has changed based on our evolving understanding of the virus, its transmission, vaccination effectiveness, etc., all members of and visitors to the university community on any campus should continue to follow any posted signs and placards relating to COVID-19 mitigation. For the latest updates from the university pertaining to the coronavirus (COVID-19) outbreak, please see our [Coronavirus Updates](#).

COVID-19 Guidance & Resources

- [Returning to Campus](#)
- [Vaccine Information](#)
- [Faculty Toolkit](#)

Accessibility Services

The university is an Equal Opportunity/Equal Access employer and therefore complies fully with the requirements of the Americans with Disabilities Act of 1990 (ADA), the ADA Amendment Act of 2008, and all other federal and state laws and regulations prohibiting discrimination on the basis of disability or handicap. Human Resources oversees the university's Disability and Accommodations policy (#0-108) as it relates to employment by determining eligibility for accommodation, and by reviewing and approving or denying requests for accommodation.

If you need to request an accommodation, refer to the forms below or contact the Division of Human Resources at HR-ADA-Request@usf.edu or (813) 974-2970.

To request an accommodation, the employee and the employee's appropriate health care provider should complete the applicable forms listed below. These forms are to be returned to the Division of Human Resources at the Tampa Campus. Medical documentation is maintained in a confidential file, separate from an employee's personnel file, secured to the extent permissible under law.

- [Americans with Disabilities Act \(ADA\) Request for Reasonable Accommodation Form](#)
- [Health Care Provider Questionnaire](#)

Center for Innovative Teaching and Learning

The [Center for Innovative Teaching and Learning \(CITL\)](#) supports the USF community of learners by promoting evidence-based practices for the advancement of learning, teaching and scholarly activity. CITL provides faculty with resources and an environment to explore new and innovative ways to engage in learning and scholarship through open dialogue, research, feedback and reflection.

For more information on the services that our team offers, please visit the [Services](#) page or email CITL at citl@usf.edu.

Center for Victim Advocacy and Violence Prevention

The [Center for Victim Advocacy and Violence Prevention](#) services the USF community by assisting individuals who are victims of actual or threatened violence including, but not limited to, battery, assault, stalking, sexual battery (date rape, acquaintance rape, stranger rape), attempted sexual battery, kidnapping, cybercrime/identity theft, harassment, hate crimes, robbery/burglary, domestic/relationship violence, and child abuse. The Center for Victim Advocacy and Violence Prevention was established to assure that victims receive whatever help is needed to deal with the trauma of being victimized.

Contact the Center for Victim Advocacy and Violence Prevention by email at va@usf.edu or access help 24/7 through the Victim Helpline, by calling (813) 974-5757.

Corporate Training and Professional Education

A division of Innovative Education, the University of South Florida's [Office of Corporate Training and Professional Education](#) works to extend the reach of USF's academic programs, promotes advanced professional development and contributes to building a world-class workforce in the Tampa Bay area. Students learn from unsurpassed faculty and industry practitioners in courses that are accessible, affordable and professionally relevant.

Details on schedules, locations and fees can be [found on the website](#). For questions, email CE-Inquiries@usf.edu or call (813) 974-0950.

Diversity, Inclusion and Equal Opportunity (DIEO)

The [Office of Diversity, Inclusion, and Equal Opportunity \(DIEO\)](#) fosters an institutional climate that is welcoming, inclusive, and safe for students, faculty, staff, and visitors. As an office, they promote initiatives that contribute to the diversity of our institution and celebrate the rich heritage in our campus community and the region. They provide oversight for equal employment opportunity, processes to mitigate harassment and discrimination, and coordinate Title IX services in conjunction with other units to prevent sexual violence and create a culture of safety.

DEIO encourages you to [connect with their team via email](#) or call (813) 974-4373.

Information Technology

The [Information Technology Service Desk](#) offers assistance via phone, internet, email, or in person. The Service Desk team provides support for MyUSF, email accounts, current supported Microsoft Windows OS, Microsoft Office 365, macOS, connecting remotely to USF resources, and more. IT will also assist you with [technology and software purchases](#).

Visit the [IT website](#) for more information. For IT assistance, email help@usf.edu or call (813) 974-HELP (4357).

International Services

The [Office of International Services \(OIS\)](#) promotes internationalization through global and university engagement and enhances the success of students, scholars, and staff by facilitating understanding and compliance of federal immigration regulations and university policies. OIS handles immigration matters for all international researchers and scholars at USF.

[Connect with OIS!](#) For general question, email immigrationprocessing@usf.edu or call (813) 974-5102.

Libraries

USF has libraries on each campus housing books, journals, newspapers, government documents, micro-format materials and audiovisual resources. Services include reference and information services, interlibrary loans and copying facilities.

- [Tampa campus](#)
- [USF Health](#)
- [St. Petersburg campus](#)
- [Sarasota-Manatee campus](#)

Learning and Talent Development

Offering training, workshops and seminars, [Learning and Talent Management](#), a department of Human Resources, provides the systems and tools to develop the right people for the right positions to achieve mission success.

For questions, email: training@usf.edu or call at (813) 974-3090.

Ombuds Office

The [Ombuds Office](#) at the University of South Florida is a confidential, impartial, independent and informal resource that directly support all valued faculty, staff and administrators throughout the USF community. The mission of the Ombuds Office empowering your success by independently enabling informal, confidential and neutral resolution of workplace conflicts and concerns.

To [make an appointment](#), email omb@usf.edu or call (813) 974-7777.

Title IX

USF's commitment to maintaining an inclusive campus environment that is free from harassment, discrimination, and violence is a cornerstone of [USF's Pillars of Community](#). USF does not tolerate sex discrimination, sexual harassment, or sexual violence of any kind. Any student, faculty, or staff member with questions or concerns about the applicable University policies or who believes that they have been the victim of sex discrimination, sexual harassment, or sexual violence is encouraged to contact the [Title IX Office](#).

[Get immediate Title IX assistance, please contact one of the Title IX Coordinators.](#)

Office of Veteran Success

The [Office of Veteran Success](#) provides specialized programs and services to over 2,000 veterans, eligible dependents, active duty service members, and members of the Selected Reserve on all three USF campuses.

Connect with the Office of Veteran Success by email at ovs@usf.edu or call (813) 974-2291.

USF Research Resources

USF Research & Innovation

The [Office of the Vice President for Research & Innovation](#) provides research announcements and annual reports; implements research policies and procedures, and provide general oversight of the USF research programs.

Sponsored Research (Pre Award Services)

Sponsored Research [Pre Award Services](#) provides assistance to faculty, staff, students and postdocs in identifying external funding sources, proposal and budget preparation, including pre- and postdoctoral applications, training in electronic research administration (ERA) and electronic funding databases for faculty, staff, students and postdoctoral scholars or associates. They also provide information, education, and training to the research community in support of grantsmanship and professional development.

Sponsored Research (Post Award Services)

Sponsored Research [Post Award Services](#) provides financial services in support of USF sponsored research awards and activities and will assist postdoctoral scholars in monitoring, tracking and reporting the financial aspects of any external awards they may receive.

Research Integrity & Compliance Programs

[Research Integrity & Compliance](#) (RIC) administers key research-related assurance and compliance programs required by federal and state agencies and programs for the conduct of research at USF. Below is a list of the education opportunities offered by [Research Integrity & Compliance](#).

Guidelines for the Responsible Conduct of Research

In order to successfully accomplish our research endeavors at USF, it is important that all researchers ascribe to a standard set of ethical principles, and conduct themselves and their work in accordance with these standards. USF Research Integrity & Compliance offers a comprehensive [Responsible Conduct of Research \(RCR\) training program](#), including both online (through CITI) and in-person offerings.

Biosafety

Training in [proper microbiological techniques](#) is required for anyone who works with recombinant DNA, infectious agents, select agents and biological toxins or who works in a laboratory where these materials are used or stored.

Conflict of Interest (COI)

One of the most challenging arenas, the USF [Conflict of Interest](#) policies serve as guideposts to help the researcher disclose real and perceived conflicts so that USF, working with the researcher and relevant administrators, can develop management plans that will ensure the ethical conduct of research.

HIPPA Research Compliance Program

The purpose of the [HIPAA Research Compliance Program](#) is to ensure that research studies involving the use, disclosure or collection of Protected Health Information (PHI) are conducted with the utmost respect to the study participants' privacy and confidentiality rights, thereby preserving and maintaining public trust in the University.

Institutional Animal Care and Use Committee (IACUC)

The University of South Florida affirms that respect for all forms of life is an inherent [characteristic of scientists who conduct research involving animals](#), that the respectful treatment, care and use of animals involved in research is an ethical and scientific necessity, and that the use of research and teaching contributes to the advancement of knowledge and the acquisition of understanding. RIC provides [IACUC training, forms, and applications](#) for USF faculty, students, and postdoctoral scholars.

Human Research Protection Program (HRPP)

The USF Institutional Review Board (IRB) reviews and approves all [research at USF involving human participants](#). The process is an educational and informed one, designed to ensure the safety of participants and the highest standards of ethical behavior on the part of the researchers, staff and students. RIC provides [IRB training, forms, and applications](#) for USF faculty, students, and postdoctoral scholars.

Scientific Diving Program

The [USF Diving Safety Program](#) provides guidance to aquatic researchers and students to ensure ethical, safe and effective diving practices, educate researchers in new technological advances, and provide support for underwater research. RIC provides [diving safety forms, policies, procedures and Diving Safety Committee meeting dates on their website](#).

USF Radiation Safety

The [Radiation Safety Office](#) provides licenses and oversight of the uses of radioisotopes for use in research. RIC provides [Radiation Safety forms, application for license, radiation safety training and laser safety are available on their website](#).

Patents & Licensing Division (P&L)

Patents & Licensing is responsible for the development, protection and utilization of intellectual rights, as well as the development and coordination of cooperative ventures the University of South Florida undertakes with business and industry in the promotion of technology transfer and commercial exploitation of intellectual property. When a postdoctoral scholar believes that they have discovered/invented a new and useful item, compound or method (any art or process, machine, manufacture, design or composition of matter, or any new and useful improvement thereof), they must disclose the discovery as soon as possible to P&L for evaluation and filing for appropriate documents. Patents & Licensing forms, disclosure applications, P&L patents and licensing policy manual can be found on the [Technology Transfer](#) website.

Comparative Medicine

Comparative Medicine serves as the advocate for animals involved in research at the University of South Florida, and provides a fully accredited, centralized service of pathogen-free animal procurement, husbandry, health and surveillance and quality control, and is the Tampa Bay regional resource for laboratory animal-related services. IACUC applications, policies and procedures, and per diem rates can be found on the [Comparative Medicine](#) website.

Environmental Health and Safety Laboratory Program

The mission of the USF laboratory safety program is to promote the safe use of chemicals in all university teaching and research laboratories by advising and training the USF community on applicable federal, state and local regulations. Postdoctoral Scholars involved in research must participate in laboratory safety [training workshops](#).

USF Safety & Transportation

Campus Bus Service (Bull Runner)

The [USF Bull Runner](#) bus service on the Tampa campus is available to employees upon showing your USF ID card. This service also has a route that runs just off campus circling around several apartment complexes located on 42nd Street. Track buses in real time using [BullTracker](#).

Campus Motorist Assistance

Parking and Transportation Services and the Division of Public Safety through the [Motorist Assistance Program \(MAP\)](#) are available to provide students, visitors, and staff the complimentary service such as jump starting your car. This FREE service is provided from 8:00am – 8:30pm, Monday through Thursday and from 8:00am – 4:30pm on Friday (except holidays). We have prioritized this service so that response times are under 15 minutes and with few exceptions no more than 30 minutes.

Campus Parking

Parking permits are required to park on campus at all times. Individuals parking at USF have an obligation to register their vehicle(s) and display a valid permit. Parking Services offers a variety of permit options. Parking permits may be purchased online and should be purchased from the campus on which you are employed. Learn more about permit types, rates, and parking lot locations by visiting the Parking & Transportation Services website for each campus.

- [Tampa campus](#)
- [St. Petersburg campus](#)
- [Sarasota-Manatee campus](#)

Postdoctoral Scholars are eligible to purchase yearly parking permits via payroll deduction. Yearly permits are valid from August to August. Employees who are eligible for payroll deduction will see that option when they go online to purchase their permit. Payroll deductions begin in August each year and run for 18 pay periods. Depending on your termination date, it may be more cost effective to purchase a semester permit rather than a yearly permit. If you anticipate leaving USF during the academic year, contact Parking Services on your campus to discuss parking rates and options.

Emergency Management and Hurricane Safety

The Department of Emergency Management (EM) is a USF-wide function based out of the Tampa campus that coordinates activities to protect, prevent and mitigate against; respond to; and recover from disasters and emergencies affecting the University. Using an all-hazards approach, USF EM coordinates emergency operations to enhance a safe and secure environment at USF that is conducive to living, learning, and working.

When a tropical storm or hurricane is forecasted to impact USF, follow directions and guidance administered by public safety officials. All official information regarding campus closings, class cancellation, evacuation, and re-population of the campus will be communicated through the main [USF website](#) and the USF Emergency Information Line by calling 1-800-992-4231.

For information about Hurricane Safety, please visit the [Hurricane page](#) on the Emergency Management website.

Transportation Options

Parking & Transportation Services has other options for commuters, including carpools, van pools, bicycle and Emergency Ride Home in conjunction with Tampa Bay Public Transportation. For more information about the transportation options available to faculty and staff, please visit the [Transportation Options](#) page on the Parking & Transportation Services website.

University Police

The [University Police Department](#) is a full-service law enforcement agency dedicated to providing a safe environment at USF. Their office [provides many safety initiatives](#), including [USF Safety App](#), [SAFE Team](#), [bicycle registration](#), and the [USF Emergency Notification System](#). You may contact their office 24/7 at 813-974-2628.

SAFETY TIP: Program their number into your cell phone for fast, easy access. **IN AN EMERGENCY DIAL 911.**

[USF SAFE Team](#) offers a free escort to your car in the evening from 6:30 PM to 2:00 AM. To request an escort, call the USF Safe Team at 813-974-SAFE (7233).

USF Campus Resources

Athletics – USF Bulls

Faculty and staff are welcome to attend athletic sporting events for the USF Bulls baseball, basketball, football, volleyball, tennis, soccer, and more. The [USF Athletics Department website](#) contains information on game schedules and tickets. USF is part of the [American Athletic Conference](#).

FUN FACT: USF Bulls football games are played at Raymond James Stadium, home of the Tampa Bay Buccaneers!

ATM (Cash Machine) Access

ATMs provided by [USF Federal Credit Union](#) are located on all USF campuses, including the Marshall Student Center, Library, Rec Center, and the USF Health Medical Center on the Tampa campus, the University Student Center on the St. Petersburg campus, and the Neal Auditorium on the Sarasota-Manatee campus. The [USF Federal Credit Union website](#) contains a full list of ATM locations.

USF Bookstores

USF Follett Bookstores are located on each campus and provides support to the academic endeavors of the students and faculty as well as enriches the spirit of USF for all who are associated with the university. Each bookstore is both a brick-and-mortar store on campus and a virtual store on the web.

- [Tampa Campus Bookstore](#)
- [USF Health Bookstore](#)
- [St. Petersburg Campus Bookstore](#)
- [Sarasota-Manatee Campus Bookstore](#)

Botanical Gardens

Located on the USF Tampa campus, the [Botanical Gardens](#), housed within the [School of Geosciences](#) in the [College of Arts and Sciences](#), serve the education and research needs of the university and provide education, recreation and volunteer opportunities for the university and Tampa Bay Area communities. With over 30,000 visitors annually, the Gardens have welcomed visitors from over 70 Florida cities, 32 states and 13 countries. For information about hours and admission prices, please visit the [Botanical Gardens website](#).

USF Federal Credit Union

The [USF Federal Credit Union](#) offers a wide range of banking services, including checking and savings accounts, personal loans, credit cards, mortgages and more to students, faculty and staff. A branch is located on the Tampa campus in the Marshall Student Center and on the St. Petersburg campus next to the bookstore. For a full list of services and locations, [visit their website](#) or call 813-569-2000 or 800-763-2005.

Calendar of Events

Don't miss an event on any of the USF campuses! Between high-profile speakers and shopping that the [Greens & Gold Fresh Market](#), there is something to do for everyone. Explore events and activities on each of our campuses.

- [USF Signature Events](#)
- [Tampa Campus Events](#)
- [St. Petersburg Campus Events](#)
- [Sarasota-Manatee Campus Events](#)

Campus Maps

Parking and Transportation Services provides a variety of [static and interactive maps](#) to help you locate buildings, identify parking options, and track the Bull Runner Shuttle, so you can get where you need to on the [Tampa](#), [St. Petersburg](#), and [Sarasota-Manatee](#) campuses.

Campus News

[USF News](#) is dedicated to telling high-impact stories that show why the University of South Florida is a leader in higher education. They feature groundbreaking research, fascinating faculty and students, and other significant stories. Discover the latest news and events on each of the campuses – [Tampa](#), [USF Health](#), [St. Petersburg](#) and [Sarasota-Manatee](#). [The Oracle](#) and [The Crow's Nest](#) are the student-run newspapers on the Tampa and St. Petersburg campuses, respectively.

Campus Recreation

USF has campus recreation facilities on each campus with knowledgeable fitness trainers who can develop workouts and assist members in their workout routines, along with state-of-the-art fitness equipment. Membership information for postdocs can be found by visiting the campus recreation website for each campus.

- [Tampa Campus](#)
- [St. Petersburg Campus](#)
- [Sarasota-Manatee Campus](#)

Childcare and School Options

USF has one child care center on the Tampa campus. The USF Preschool for Creative Learning offers a full time highly engaging creative environment for young children ages 2-5 years. Throughout the day, each child has numerous opportunities to explore, create, develop problem-solving skills, develop social-emotional skills through interacting with peers as well as adults, and learn through concrete hands on experiences.

Within the surrounding counties of the USF campuses, there are also many public schools offering admission to students in Kindergarten through 12th grade.

USF Preschool for Creative Learning

11811 Bull Run Drive

Tampa, FL 33617

Website: <http://www.usfpcl.org/>

Email: PCInfo@coedu.usf.edu

Public School Districts (K-12)

[Hillsborough County Public Schools](#)

[Pasco County Schools](#)

[Pinellas County Schools](#)

[School District of Manatee County](#)

College of The Arts

The [College of The Arts](#) strives to advance contemporary and new works through learning and research in the arts. Providing outstanding aesthetic and academic leadership, the College offers the university and the surrounding community a unique artistic experience in the visual arts, dance, music and theatre. Explore upcoming events on the [College of The Arts website](#).

USF Computer Store

The [USF Computer Store](#) offers computer equipment, printers, software and accessories. Visit the USF IT Computer Store online or in person at Library Service Center (LIB 117) from 9:00am - 5:00pm, Monday through Friday. For questions, email computerstore@usf.edu or call (813) 974-1779

Dining Services

USF offers a wide variety of dining service options available across campuses. Please visit the [Dining Services website](#) for a list of dining options, locations, hours of operation, and more. Meal plans and Bulls Bucks are available to faculty and staff as well.

Mail Services

The [USF Post Office](#) is located on the Tampa campus on USF Holly Drive, near the water tower and across the street from the theatre building. Inter-office mail requires a name, department and a mail stop. Outgoing mail is processed by the USF Post Office; personal mail must be deposited in a blue mail box or at the Post Office. Postage stamps are available at the USF Post Office. 9:00 AM to 4:00 PM, Monday through Friday. Call (813) 974-2606. The following services are provided at the prices charged by the United States Postal Service:

- Domestic and International Mail
- Express Mail
- International Express Mail (quickest delivery possible)
- Priority Mail
- International Priority Mail
- All classes of mail (e.g., library, media, parcel)
- Permit mailings
- Postage Stamps
- Accountable mail (Registered, Insured, Certified, and C.O.D.)
- Money Orders
- Merchandise Return Receipt

The [USF Post Office](#) accepts debit and credit cards, cash, no checks. They do not cash or sell Money Orders or provide passport services. No personal mail may be received at your USF office address. P.O. mailboxes may be rented at the USF Post Office for personal mail.

Pharmacy

The [Bulls Country Pharmacy](#), located in the Marshall Student Center on the Tampa campus, first floor, Room 1500, is open Monday through Friday from 8:00am - 5:00pm, providing pharmacy services for USF students, faculty, staff and their families. Call them for questions at (813) 974-2071

[Pharmacy Plus](#), located on the first floor of the USF Morsani Center for Advanced Health Care at the corner of Holly and Magnolia Avenues on the Tampa campus, is open Monday through Friday from 8:00am - 5:00pm. Call them for questions at (813) 974-0133.

USF Riverfront Park

USF Riverfront Park is located less than 1.5 miles east of campus on Fletcher Ave. Patrons must have a valid USF ID or be accompanied by a valid USF ID holder. For more information about current park hours and available activities, please visit the [Outdoor Recreation website though Recreation and Wellness](#).

Tampa Bay Area Resources

USF is a part of a burgeoning geographic region situated off the Gulf of Mexico referred to as “the Tampa Bay area”. More than half of Florida’s high-tech industries are located along the Interstate-4 corridor. A climate that is consistently sunny and pleasant encourages year ‘round festivals and community activities. Broadway shows and traveling art exhibits stop in Tampa on a regular basis.

Banking

A variety of full-service banks is located in the immediate vicinity of the university on each campus; USF employees receive special banking privileges at the [USF Federal Credit Union](#).

Citizens Guide

Find out about community resources, services, activities and programs available to Tampa, St. Petersburg, and Sarasota citizens from kids to seniors. Look here for everything you need to know about living in these cities.

- [Tampa](#)
- [St. Petersburg](#)
- [Sarasota](#)

Driver’s License and Car Registration Information

The [Florida Highway Safety and Motor Vehicles](#) website provides answers to frequently asked questions regarding drivers’ licenses and provides a link to office locations in the area. International and out-of-state license holders must visit a Department of Motor Vehicles office to receive a Florida driver’s license.

Food & Drink

Tampa Bay is famous for its fresh Florida seafood, but the area offers a wide variety of cuisines to suit just about any taste. From authentic Cajun cooking to Middle Eastern delights, upscale gourmet to casual family dining, you’re sure to find something great to tempt your taste buds! [Visit Tampa Bay](#) is just one option for searching the abundant eateries located in the Tampa Bay area. Also, do not forget to visit our [Bulls Country](#) partners for discounts!

Local Newspapers

The [Tampa Bay Times](#) provides a source for news, weather, community events, entertainment and dining in the Tampa Bay area, including Tampa and St. Petersburg. The [Sarasota Herald-Times](#) is a source for news, weather, community events, entertainment and dining from Sarasota-Manatee and across the state.

Radio & Television, Cable, Internet

Local cable and internet companies:

- [Frontier Communications](#)
- [Spectrum](#)
- [Verizon FIOS](#) (Internet only)

Local television channels:

- [WUSF-TV Channel 16 \(PBS\)](#) – USF’s Public Broadcasting Station
- [WEDU-TV Channel 3 \(PBS\)](#)
- [WFLA-TV Channel 8 \(NBC\)](#)
- [WFTS-TV Channel 28 \(ABC\)](#)
- [WTSP-TV Channel 10 \(CBS\)](#)
- [WTVT-TV Channel 13 \(MyFOX\)](#)
- [WTOG-TV Channel 44 \(The CW\)](#)

Local radio stations:

- [WUSF 89.7 FM](#) – USF’s Public Broadcasting Station. Listen on-line to live and archived programs on WUSF’s broadcast station (classical, jazz and news) and digital station, WUSF2 (all news and information).

For more information on the local radio stations, please visit the [Radio Lineup](#) website.

Tampa Bay Convention & Visitors Bureau

The [Tampa Bay Convention and Visitors Bureau](#) highlight the area’s cultural, natural and family attractions. Museums, state parks, area beaches and theme parks are featured on this site.

Tampa Bay Cultural and Outdoor Activities

Bok Tower Gardens

[Bok Tower Gardens](#) has offered some of Florida's most remarkable experiences to more than 23 million visitors since 1929. Through its historic landscape gardens, unique Singing Tower carillon and magnificent 1930s Mediterranean-style mansion, the Gardens offer unparalleled opportunities for artistic, cultural, personal and spiritual enrichment.

Beach Guide

When it comes to Tampa Bay, picturesque scenery and an average of 361 days of sunshine each year create an ideal setting for those ready to explore and discover new treasures. Here you'll find some of the [world's top-rated beaches](#), creating a year-round haven for outdoor enthusiasts. After experiencing an afternoon of kayaking the calm waters of Tampa Bay or discovering the unique wildlife along the Hillsborough River, relax with a picnic on just one of the many pristine, white-sand beaches the area has to offer. If you're lucky, you may even spot a manatee or dolphin from the shore line.

Clearwater Marine Aquarium

A visit to [Clearwater Marine Aquarium](#) is a must-do for the whole family. This is not your typical aquarium! Our marine life rescue center is home to Winter the Dolphin, star of the popular Dolphin Tale movies, filmed on location in Clearwater, Florida! Come be inspired and learn about our ongoing work of rescue, rehabilitation and release.

David A. Straz, Jr. Center for the Performing Arts

The [Straz Center](#) is located on a nine-acre site along the east bank of the Hillsborough River in Downtown Tampa, and provides an environment for a wide variety of performances, concerts and events. The 300,000 square foot state-of-the-art complex is the largest performing arts center in the Southeastern United States.

Florida Aquarium

Go from tree level to sea level while being educated and entertained at [The Florida Aquarium](#)! See lemurs, sharks, rays, river otters, sea turtles and much more. Discover the wonders of the natural environment and learn about the animals that call it home. See how The Florida Aquarium's research, conservation and education outreach efforts make a difference right here in Tampa Bay and beyond!

Glazer Children's Museum

Children need play now more than ever. The [Glazer Children's Museum](#) offers respite, promotes wellness, and deepens family connections. No matter where you play, we have you covered with fun and imaginative experiences to keep your child learning and engaged! The GCM experience is ideal for ages 0-10.

Lettuce Lake Conservation Park

[Lettuce Lake Conservation Park](#) is one of Hillsborough County's most visited parks. More than half of the park's property lies in the natural floodplain of the Hillsborough River, consisting of a hardwood swamp forest. The remainder of the park consists of hardwood hammocks and pine flatwoods plant communities.

The park features wooded picnic areas and playgrounds, a 1.25-mile paved exercise trail and 3,500-foot boardwalk with an observation tower provides scenic views of the Hillsborough River. Park ranger and volunteer-led nature education tours are available on weekends. Canoe and kayaks rentals provide up-close encounters with a variety of aquatic birds and wildlife.

Mote Marine Laboratory & Museum

Come meet our fish—and our scientists. [Mote Aquarium](#) is your window into the ocean, featuring more than 100 species of [marine animals](#) and showcasing working laboratories where real scientific research happens. Discover our amazing oceans by visiting our [135,000-gallon shark habitat](#), meeting our resident [manatees](#) and [sea turtles](#), and exploring coral reefs and other ecosystem displays teeming with diverse fishes, cool crustaceans and gracefully drifting sea jellies. Explore our wild watershed through habitats featuring energetic [river otters](#), along with toothy [crocodilians](#) such as alligators and caimans.

Salvador Dali Museum

Visit the world's most comprehensive collection of works by the Spanish surrealist at the [Salvador Dali Museum](#). Located in downtown St. Petersburg, near the USF St. Petersburg campus.

St. Petersburg Museum of Fine Arts

The [Museum of Fine Arts](#) in St. Petersburg, Florida was founded by Margaret Acheson Stuart (1896-1980) and reflects her vision of providing outstanding examples of world art in an inviting, elegant setting. The MFA, a city landmark, opened to the public in 1965—the first art museum in St. Petersburg located on the downtown waterfront. The collection spans 5,000 years and over 20,000 works, with artists like Claude Monet and Georgia O'Keeffe, and the finest photography collection in the Southeast.

St. Pete Pier

The [St. Pete Pier](#) is a gleaming new attraction on the city's picturesque waterfront. Its 26 beautiful acres seamlessly combine the peaceful blue waters of Tampa Bay with the vibrant greenery of downtown St. Petersburg's parks, creating the ultimate place to stroll, bike, dine, drink, shop, swim, take in a concert and more.

Tampa Museum of Art

Founded in 1920, the [Tampa Museum of Art](#) inspires the residents of the Tampa Bay region and others around the world by providing engaging exhibitions and innovative educational programs that emphasize ancient, modern and contemporary art. As the Tampa Museum of Art celebrates its 100th anniversary, its exhibitions in part will focus on the breadth of the institution's growing permanent collection.

Located in the heart of downtown, next to Curtis Hixon Waterfront Park and Tampa's Riverwalk, the Tampa Museum of Art leads as both a cultural institution and a community museum dedicated to celebrating the diversity of its home city.

Tampa Theatre

As one of our community's most precious assets, [Tampa Theatre](#) is fiercely protected and generously supported. That extraordinary community support fosters the Tampa's nearly 80-year legacy of cultural service through programming, education, membership, fundraising and community events.

The Ringling

[The Ringling](#) is home to one of the preeminent art and cultural collections in the United States. Its story begins nearly a century ago, with the circus impresario, John Ringling and his beloved wife's shared love for Sarasota, Italy, and art.

Zoo Tampa at Lowry Park

[Zoo Tampa at Lowry Park](#) is the number-one family-friendly zoo in the U.S. (Child Magazine). Natural outdoor exhibits for more than 1,600 animals from Florida and similar habitats include a wildlife center and manatee hospital, Asian Domain, Primate World, aviary, Australian themed children's zoo and Safari Africa.

Tampa Bay Entertainment and Sports

Amalie Arena – Home of the Tampa Bay Lightning

Home of the [Tampa Bay Lightning](#), the [Amalie Arena](#) is the jewel of downtown Tampa. The arena features state-of-the-art technology and innovative design, which combines to make the Amalie Arena one of the finest facilities in North America. In addition to NHL hockey, the Amalie Arena hosts [more than 150 events annually](#), including concerts, family events, ice shows, the circus and indoor sports.

Armature Works

[Armature Works](#) is a fully restored mixed-use building that breathes new life into the historic Tampa Heights neighborhood. With its unobstructed view of the Hillsborough River, the historic structure has been reinvented as a premier community destination with innovative eateries, Heights Public Market, reimaged event spaces and an exclusive co-working space.

Busch Gardens

[Busch Gardens](#) is the ultimate family adventure park offering an array of fascinating attractions based on exotic encounters with the African continent. A unique blend of thrilling rides, one of the country's premier zoos featuring more than 2,700 animals, live shows, restaurants, shops and games, Busch Gardens provides unrivaled "real" excitement for guests of every age.

Raymond James Stadium – Home of the Tampa Bay Buccaneers

The [Raymond James Stadium®](#) is the home of the NFL's [Tampa Bay Buccaneers](#), [University of South Florida Bulls' football](#) and the [New Year's Day Outback Bowl](#), as well as [concerts and special events](#). Named the NFL's best stadium in multiple surveys by major publications and by the NFL Players Association, Raymond James Stadium hosted Super Bowl LV in 2021.

Sparkman Wharf

Located along the Garrison Channel in downtown Tampa, [Sparkman Wharf](#) combines re-imagined waterfront loft-style office space with refreshed ground-level retail nestled in a park-like environment, which features an intimate dining garden, biergarten and lawn for play and relaxation. The [Florida Aquarium](#) is adjacent to Sparkman Wharf.

Tropicana Field – Home of the Tampa Bay Rays

The [Tampa Bay Rays](#) are a Major League Baseball franchise and the reigning 2020 American League Champions. The Rays are a member of the Eastern Division of MLB's American League and play in [Tropicana Field](#) in downtown St. Petersburg.

Ybor City Activities

[Ybor City](#) is Tampa's National Historic Landmark District. Florida's Latin Quarter experience beckons you back to another era. Wrought iron balconies, globe streetlights, brick-lined walkways and the majestic architecture of cigar factories, social clubs and other unique buildings, provide a glimpse into an era rich with culture and history. Today, Ybor City is a shopping, dining and entertainment district where the ancient art of premium hand-rolled cigar making lives on. Ybor also boasts nightlife as colorful as their Spanish Flamenco dancers.