- Salary (academic year - N month)
  - Number of month per year
  - Summer options
- Start-up fund
  - Expiration Date
  - make sure the startup are as flexible as possible and expire as late as possible.
  - And also pay attention that some universities expect you to "pay back" the startups as a prerequisite of tenure.
- Funding overhead
- Summer Salary:
    - X month * Y year
- RA:
  - X number * Y year
  - Expiration Date
- TA:
  - X number * Y year
  - Expiration Date
- Postdoc (optional)
  - X number * Y year
  - Expiration Date
- Teaching Load:
  - Semester based: X+Y
  - Quarter based: X+Y+Z
  - Teaching release: at Xth Year
- Computer Equipment:
  - Laptop + how frequent to get a new laptop
  - Server
  - Super computing resources
  - Cloud computing reimbursement
  - FPGA, DSP, special requirements
  - Chip tapeout cost coverage
- Office Equipment
  - desktop
  - whiteboard
  - Office size
  - Number of student cubes
  - Lab size

- Budget for a trip for Seeking Housing
- Relocation Fee
  - reimbursement or pay by the department

- ○ Visa applications fee (include family?)
- Professional Development
  - ○ Travel
  - ○ publication charge
  - ○ other research-related expenses, such as ?
- Benefit
  - ○ Sponsorship of green card (or a waive of green card being a prerequisite of tenure);
  - ○ priorities on university affiliated school/daycare.
  - ○ health insurance
  - ○ 401K