The centrality of the faculty role makes it a primary sculptor of higher education institutions (HEIs). The performance of academic staff such as teachers and researchers has an impact on student learning and implications for the quality HEIs and therefore their contribution to society. Thus the academic staff can, with appropriate support, build a national and international reputation for themselves and for the institution in the professional areas, in research and in publishing.

The Portuguese higher education system has been faced with major reforms over the last years, which include the implementation of the Bologna Process, the approval of a new legal regime for the HEIs and the approval of new statutes relating to the academic career in the public HEIs.

Job satisfaction and motivation are viewed as a predictor of positive attitudes at work, productivity, and, consequently, good results for the institutions. The purpose of this chapter is to present and analyse the findings of a nationwide study on satisfaction and motivation of academics in Portuguese public higher education institutions. The data are extensively analysed and findings are presented here, along with the implications they offer to Portuguese public HEIs.