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RECRUITMENT FOR MILITARY STUDIES IN THE CONTEXT OF AN EXPANSION IN SUPPLY: BRIDGING ADMINISTRATIVE ADMISSIONS DATA WITH PERSONNEL FLOWS, TRAINING-CAPACITY PLANNING, AND MILITARY LOGISTICS

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Abstract.
Recruitment to military higher education plays a key role in balancing educational demand with the personnel requirements of the armed forces. This study addresses the lack of longitudinal research integrating recruitment demand, admission capacity, selectivity, quota utilisation, and gender representation in Polish military education. Using aggregated administrative data from the Military University of Technology (MUT), the largest military university in Poland, the study analyses recruitment patterns between the 2007/08 and 2023/24 academic years through descriptive statistics and non-parametric trend analysis. Applicants to first-cycle and long cycle Master's programmes increased from 527 to 2,171 (+312.0%), while admission quotas rose from 186 to 1,018 (+447.3%). Admission pressure declined from 2.83 to 2.13 applicants per place, showing a significant downward trend (tau = −0.412; p = 0.023). Female representation increased from 12.9% to 21.3% among applicants and from 8.6% to 16.5% among admitted candidates, although women had lower recruitment year-adjusted odds of admission than men (OR = 0.674; 95% CI: 0.627–0.724; p < 0.001). Second-cycle programmes exhibited consistently lower selectivity and quota utilisation than first-cycle and long cycle Master's programmes. The findings indicate that admission capacity expanded more rapidly than applicant demand, resulting in lower admission pressure despite sustained quota utilisation. The study provides a longitudinal assessment of recruitment dynamics and demonstrates the value of combining demand, capacity, and gender indicators to support workforce planning and training capacity management in military higher education.

Keywords:
military potential; Armed Forces of Republic of Poland; military recruitment; military education; military logistics

Introduction

Recruitment to military higher education constitutes the entry point of military personnel flows and represents an integral component of defence logistics. Admission is governed by a dual institutional logic combining higher education selection (Hossler and Gallagher 1987; Perna 2006) with formal medical, psychological, and physical fitness requirements. Admission quotas must therefore balance educational demand with the personnel requirements of the Armed Forces of the Republic of Poland. At the Military University of Technology (MUT) — Poland's largest military university — balancing applicant demand with admission capacity is essential for workforce planning, infrastructure management, and the efficient use of training resources. The volume and demographic structure of admitted candidates determine future officer supply and long-term personnel replenishment. Analysing these dynamics provides vital evidence for planning training capacity and managing human resources, thereby mitigating logistical risks associated with candidate shortages relative to planned places.

While previous research has focused on legal frameworks and candidate motivations (Niewada 2019; Borucka and Pęzioł 2024), there remains a lack of longitudinal analyses integrating applicant demand, admission limits, recruitment pressure, and gender representation. This study addresses this gap by analysing recruitment to full-time military programmes at MUT across 17 admission cycles for first-cycle and long cycle Master's programmes (2007/08–2023/24) and 13 cycles for second-cycle programmes (2009/10–2021/22). It is hypothesised that applicant numbers and admission quotas increase over time, whereas expanding capacity reduces recruitment pressure. Furthermore, it is posited that women's representation increases despite lower admission rates than those of men, and that second-cycle programmes exhibit lower selectivity and quota utilisation. This study provides the first multidimensional longitudinal analysis of MUT's military admissions, proposing indicators applicable to strategic workforce planning.

Current state of research

Research on higher education choice conceptualises applicants' decisions as a multi-stage process shaped by educational aspirations, information search, and institutional choice (Hossler and Gallagher 1987). This framework extends by emphasising individual resources, family and social context, public policy, and institutional characteristics (Perna 2006). In military education, these factors are complemented by service-specific motivations (Budnyk 2024), including job security, career prospects, prestige, funded education, and the distinctive nature of military service (Grigorov and Spirdonov 2018; Binková and Štěpánková 2023). Applications

reflect demand for an integrated educational and occupational pathway rather than programme popularity alone.

These recruitment trends must be interpreted within the demographic decline affecting Polish higher education (Kwiek and Szadkowski 2018; Santa 2018; GUS 2024). Although growing applications to military programmes indicate increasing relative attractiveness, they should be evaluated alongside administratively determined admission quotas. The applicant-to-place ratio therefore reflects both applicant demand and state-mandated supply.

A further strand of research concerns the integration of women into the armed forces. Formal equality of access does not necessarily translate into proportional recruitment outcomes (Borucka and Pęzioł 2024), as these remain shaped by cultural norms, occupational segregation, eligibility criteria, and organisational arrangements (Piekarski et al. 2025; Newby and Sebag 2021). In Poland, military academies constitute the principal pathway into the officer corps, making women's participation an important indicator of personnel diversification. In 2021, women accounted for 16.5% of applicants to the Polish Armed Forces (NATO 2023), providing a useful benchmark for military higher education.

Research on Polish military education has focused primarily on legal frameworks, military students, and selected aspects of recruitment (Niewada 2019; NIK 2022). Longitudinal administrative studies integrating applicant demand, capacity, recruitment pressure, and programme level remain scarce. Furthermore, comparisons across study cycles are limited, making it unclear whether they represent distinct recruitment segments. The present study addresses this gap by examining the relationships between recruitment demand, admission capacity, and actual candidate flows.

Materials and methods
Study design and data source

The study was based on two administrative sources: the official recruitment database maintained by the Military University of Technology and the annual decisions of the Ministry of National Defence establishing intake quotas for military higher education institutions. The recruitment database contained annual aggregated information on applicant volumes, admitted candidates, and the corresponding numbers and proportions of women in both groups.

For the purposes of this study, the following definitions were adopted:

Applicant – a person who completed the recruitment procedure and was registered in the official recruitment system.

Application – a completed application submitted by an applicant in a recruitment cycle.

Admitted candidate – an applicant who successfully completed all stages of the admission procedure and was officially admitted within the intake quota.

Intake quota – the maximum number of students that could be admitted to military studies in an academic year, determined by the Ministry of National Defence.

Sex-specific counts were available directly from the administrative recruitment records.

The primary analysis covered 17 recruitment years: first-cycle military studies from the 2007/08 to 2018/19 academic years, and integrated Master's programmes from 2019/20 to 2023/24. For second-cycle studies, 13 recruitment years of actual intake spanning 2009/10 to 2021/22 were evaluated.

Because the dataset comprises population-wide institutional records rather than a sample of candidates, statistical tests were employed primarily to provide a synthetic description of longitudinal regularities rather than classical sample-to-population generalisations. Any extrapolation of these findings to other military academies remains analytical.

Operationalisation of variables

The study identified three core dimensions of recruitment: demand, supply, and the selection outcome. Separating these elements avoids equating a programme's popularity with its applicant-to-place ratio, which is jointly determined by application volume and the intake quota. While aggregate indicators describe the potential for selection and undoubtedly influence individual outcomes, they do not directly reflect candidate quality or the rigour of specific screening stages. Table 1 outlines the operationalisation of these basic dimensions, detailing their corresponding empirical metrics and interpretation.

Table 1. Operationalisation of the key dimensions of recruitment

Dimension	Indicator	Interpretation
Admissions demand	Number of applicants	Number of individuals or applications shown in the annual report
Supply of places	Admissions quota	Planned number of places determined within the defence system
Admissions pressure	Applicants/quota	Intensity of competition for available places
Admission rate	Admitted/applicants	Percentage of successful applicants
Fulfilment of the quota	Admitted/quota	Degree to which the planned supply of places has been utilised

Table 1 (continued)

Dimension	Indicator	Interpretation
Representation of women	Female applicants/all applicants and female admitted candidates/all admitted candidates	Proportion of women among applicants and admitted candidates
Gender-based outcome ratio	Odds ratio (OR)	Odds of women being admitted relative to the odds of men being admitted

Source: own elaboration

The admission rate for women was calculated as the ratio of the number of women admitted to the number of female applicants, and the admission rate for men as the ratio of the number of men admitted to the number of male applicants. For each recruitment year, a table 2×2 (sex× recruitment outcome) was constructed, and the OR was calculated with a 95% confidence interval. An OR value <1 indicates lower odds of admission for women, but does not necessarily imply unequal treatment, as the data do not include results from school-leaving exams, medical examinations, fitness tests, psychological assessments or subject preferences.

Statistical analysis methods

Trend directions were assessed using the non-parametric Mann–Kendall test (Mann 1945), and annual change magnitudes were estimated with the Theil–Sen estimator (Sen 1968), both of which are distribution-free and robust to outliers. Given the short time series and the absence of autocorrelation correction, trend estimates should be regarded as exploratory.

Potential structural changes were examined using piecewise linear regression with breakpoints at 2016/17 and 2019/20, corresponding to rapid quota expansion and the transition to long cycle Master's programmes, respectively. Because the final segment comprised only five recruitment years, the model was interpreted descriptively and not used for causal inference.

Gender differences in admission outcomes were evaluated using the Mantel–Haenszel method to estimate the recruitment year-adjusted pooled odds ratio (OR). Temporal changes in the OR were assessed by weighted linear regression against time, with weights inversely proportional to the variance. First-cycle/long cycle Master's programmes and second-cycle programmes were compared within the same recruitment years using Wilcoxon signed-rank tests. Statistical significance was assessed at a two-tailed $\alpha = 0.05$, while interpretation also considered effect size, trend direction, and graphical evidence.

A sensitivity analysis excluding the 2019/20–2023/24 academic years assessed the robustness of the findings to the transition to the long cycle Master's programme format by re-estimating trends for the more homogeneous 2007/08–2018/19 period.

Analysis

Demand, availability of places, and admission results for military first-cycle / long cycle Master's programmes

Across the academic years 2007/08–2023/24, first-cycle and long cycle Master's programmes registered 29,262 applicants and 8,255 admissions. Annually, candidate numbers surged from 527 to 2,171 (+312.0%), while the intake quota expanded from 186 to 1,018 (+447.3%). The supply of places outpaced recruitment demand over the investigated period. This growth was non-monotonic. Following a sharp rise between 2009/10 and 2010/11, candidate numbers reached a local peak in 2014/15 and culminated at a maximum of 2,359 in 2019/20. Applications subsequently declined to 1,830 in 2022/23 before recovering to 2,171 in 2023/24. Conversely, intake quotas remained relatively stable until 2015/16, after which they expanded from 281 places to 889 in 2019/20, ultimately reaching 1,018 in the final year (Figure 1).

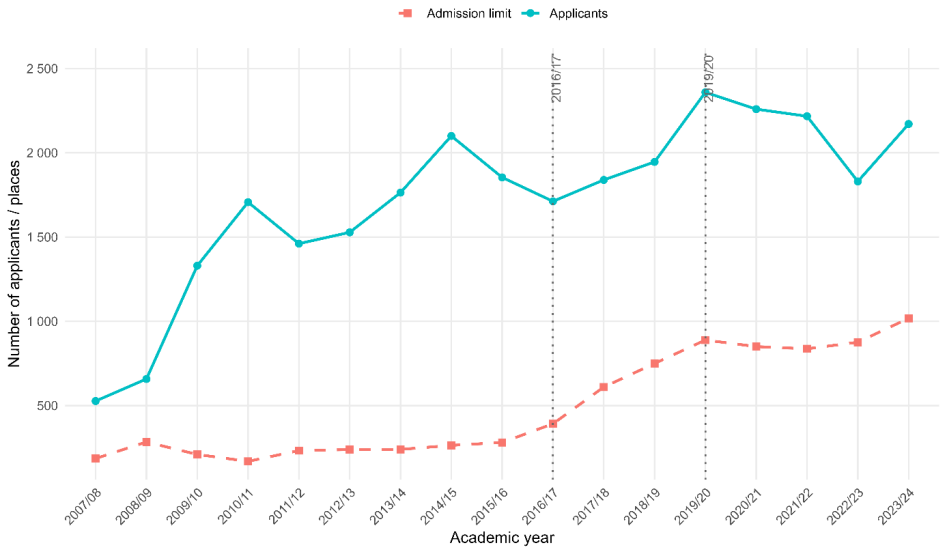


Figure 1. Number of applicants and intake quotas for first-cycle and long cycle Master's programmes in academic years 2007/08-2023/24. The vertical lines indicate the 2016/17 and 2019/20 academic years

Source: own analysis based on administrative data

The Mann–Kendall test confirmed a positive trend in the number of places (tau=0.809; p<0.001) and the number of applicants (tau = 0.676; p < 0.001). The Theil–Sen estimator indicated a typical annual increase of 54.3 places and 73.2 candidates. In the sensitivity analysis, limited to the years 2007/08–2018/19, both trends remained positive and significant (for both tau=0.727; p=0.001), which means that the expansion was not solely the result of five years of long cycle Master's programme operation. The changes in the indicators examined and the results of the trend analysis are presented in Table 2.

Table 2. Changes in key indicators and trends analysis results for first-cycle and long cycle Master's programmes

Indicator	2007/08	2023/24	Change	Tau MK	p	Theil–Sen slope
Quota	186	1018	+447.3%	0.809	<0.001	+54.300 places/year
Number of applicants	527	2171	+312.0%	0.676	<0.001	+73.181 applicants/year
Number of successful applicants	186	1018	+447.3%	-	-	-
Applicants per place	2.83	2.13	−0.70	−0.412	0.023	−0.330 applicants per place/year
Quota met	100.0%	100.0%	0.0 pp	−0.257	0.033	0.000 pp/year
Women among applicants	12.9%	21.3%	+8.4 pp	0.662	<0.001	+0.461 pp/year
Women among successful applicants	8.6%	16.5%	+7.9 pp	0.618	<0.001	+0.552 pp/year

Source: own elaboration

Recruitment pressures and target filling of quota

Admission pressure, measured as applicants per place, increased from 2.83 in 2007/08 to a peak of 10.10 in 2010/11, remained at approximately 6–8 applicants per place until 2015/16, and then declined to around 2.6 from 2018/19 onwards, reaching 2.09 and 2.13 in the final two recruitment years. The extended series showed a significant downward trend (tau = −0.412; p = 0.023), with a Theil–Sen slope of −0.330 applicants per place per year.

First-cycle and long cycle Master's programmes quotas were fully utilised throughout most of the study period. Quota utilisation declined to 93.1% in 2021/22, it recovered to 98.2% and 100.0% in the subsequent two years. The Mann–Kendall test indicated a weak negative trend (tau = −0.257; p = 0.033), whereas the Theil–Sen slope was 0.000 percentage points per year, reflecting the predominance of recruitment years with complete quota utilisation. This pattern therefore represents

occasional departures from full enrolment rather than a sustained decline in recruitment capacity.

Piecewise regression indicated that admission quotas increased by an average of 18.3 places per year before 2016/17, accelerated to 178.7 places per year between 2016/17 and 2019/20, and slowed to 15.3 places per year thereafter. Over the same period, admission pressure declined by 1.56 applicants per place annually during the expansion phase and subsequently stabilised (+0.10 per year). The model estimated a post-2019/20 decline of 38.6 applicants per year, this segment included both a decrease in 2022/23 and renewed growth in 2023/24; these estimates should therefore be interpreted as descriptive only.

Figure 2 illustrates temporal changes in admission pressure and quota utilisation for first-cycle and long cycle Master's programmes during the 2007/08–2023/24 academic years.

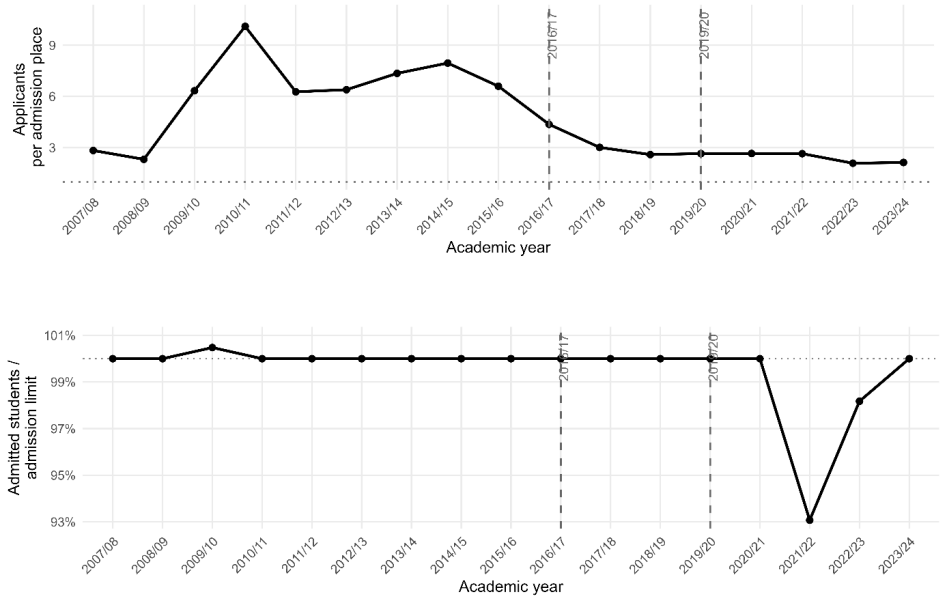


Figure 2. Recruitment pressure and the degree to which places are filled at the first-cycle and long cycle Master's programmes in the academic years 2007/08–2023/24

Source: own analysis

Women's representation and the breakdown of recruitment results by gender

Over the study period, 5,315 women applied to first-cycle and long cycle Master's programmes, of whom 1,240 were admitted. Female representation increased significantly, rising from 12.9% to 21.3% among applicants and from 8.6% to 16.5% among admitted candidates between 2007/08 and 2023/24. The median annual increase was 0.461 percentage points among applicants (tau = 0.662; $p < 0.001$) and 0.552 percentage points among admitted candidates (tau = 0.618; $p < 0.001$). These trends remained unchanged in the sensitivity analysis restricted to the pre-long cycle Master's programme period.

In every recruitment year, women accounted for a smaller proportion of admitted candidates than of applicants. Overall admission rates were 23.3% for women and 29.3% for men, increasing to 36.4% and 49.7%, respectively, in 2023/24. Because admission rates varied across recruitment years according to quota size and recruitment conditions, gender differences were evaluated using year-stratified analyses. Figure 3 presents trends in female representation and admission rates by gender for first-cycle and long cycle Master's programmes.

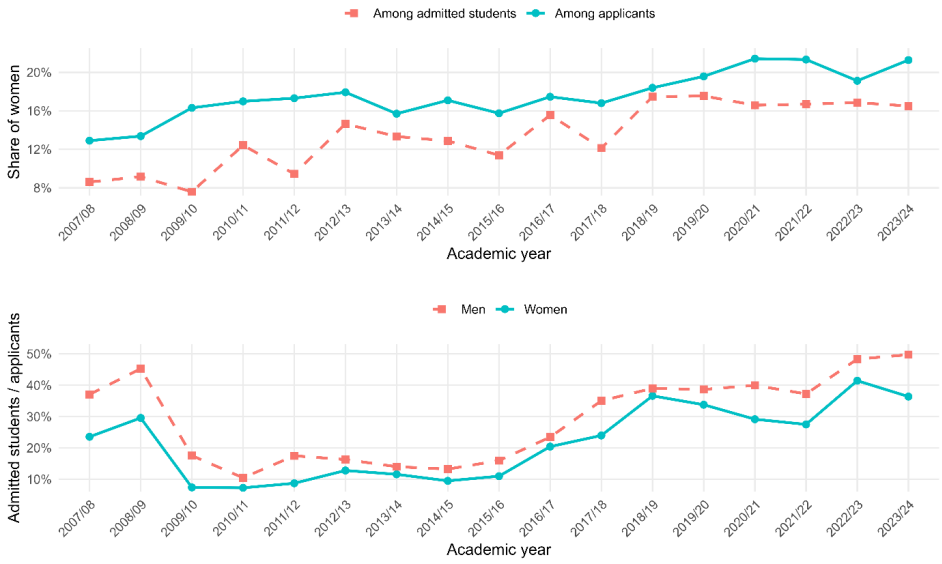


Figure 3. Proportion of women in the intake and admission rates for women and men in the first cycle and long cycle Master's programmes

Source: own analysis

Recruitment year-specific odds ratios for women's admission relative to men were below 1 in all 17 recruitment years (Fig. 4). In ten recruitment years, the 95% confidence interval excluded unity. The Mantel–Haenszel pooled estimate adjusted for recruitment year was ORMH = 0.674 (95% CI: 0.627–0.724; $p < 0.001$), indicating that women had, on average, 32.6% lower odds of admission than men after adjustment for recruitment year (Table 3).

Weighted regression of log (OR) against time showed no significant temporal trend (year coefficient = 0.0084; $p = 0.475$; Table 3), indicating no evidence of convergence towards parity over the study period. Given the aggregated nature of the data, this finding should be interpreted descriptively. Individual-level data would be required to determine whether the observed disparity reflects programme choice, examination performance, medical or physical fitness assessments, voluntary withdrawal, or other selection mechanisms.

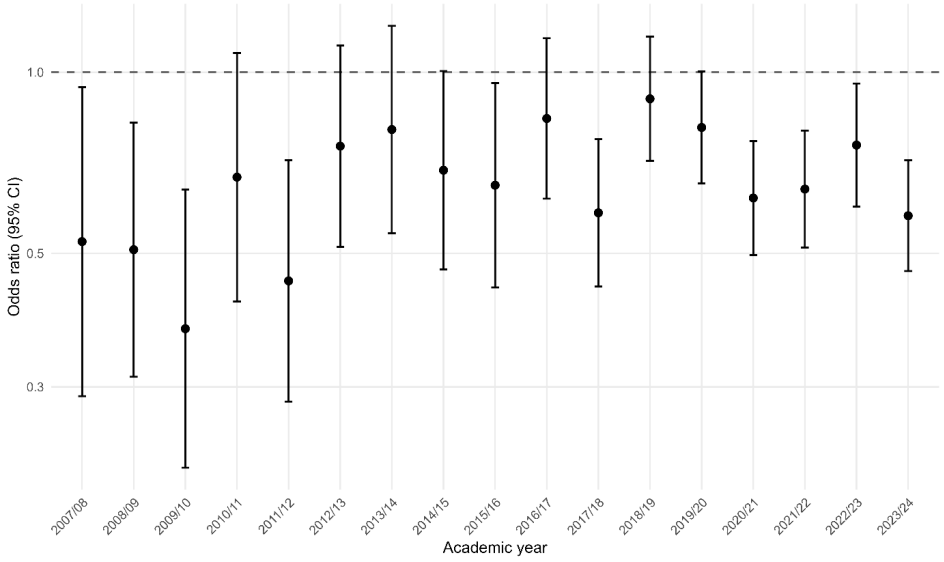


Figure 4. Annual odds ratios for female versus male admission, with 95% confidence intervals. The OR=1 line indicates equal odds

Source: own analysis

Table 3. Summary of gender-related results for the first-cycle and long cycle Master's programmes

Measure	Value/change	Uncertainty/test
Proportion of women among applicants	12.9% → 21.3%	Tau=0.662; p<0.001
Proportion of women among those admitted	8.6% → 16.5%	Tau=0.618; p<0.001
Overall admission rate for women	23.3%	-
Overall admission rate for men	29.3%	-
Pooled OR adjusted for recruitment year	0.674	95% CI: 0.627–0.724
Trend in annual log (OR)	b=0.0084	SE=0.0115

Source: own elaboration

Enrolment for second-cycle military studies

Second-cycle military programmes were recruited between the 2009/10 and 2021/22 academic years, after which admissions were replaced by the long cycle Master's programme format. During this period, 3,198 candidates applied for 4,058 places, of whom 3,000 were admitted. In every admission cycle, the number of applicants remained below the available quota. The median admission pressure was 0.833 applicants per place (IQR = 0.099), and median quota utilisation was 80.1% (IQR = 9.8 percentage points). In the final intake, these values declined to 0.65 applicants per place and 55.7%, respectively.

Despite the persistent shortfall of applicants relative to available places, both admission quotas and applicant numbers increased significantly over time (tau = 0.718 and 0.744, respectively; both $p < 0.001$). No significant trends were observed in admission pressure (tau = −0.308; $p = 0.161$) or quota utilisation (tau = −0.179; $p = 0.428$). The proportion of women among admitted candidates increased significantly (tau = 0.436; $p = 0.044$), whereas the increase among applicants was of borderline significance (tau = 0.410; $p = 0.059$). These findings describe a recruitment pathway that was subsequently incorporated into the long cycle Master's programme.

Comparison of degree levels

To compare admission patterns between first-cycle and long cycle Master's and second-cycle programmes, two indicators were analysed for the 2009/10–2021/22 academic years: the applicant-to-place ratio and quota utilisation. Median admission pressure was 6.270 applicants per place in first-cycle/long cycle Master's programmes, compared with 0.833 in second-cycle programmes (Table 4). Demand consistently exceeded capacity in first-cycle/long cycle Master's programmes, whereas second-cycle programmes attracted fewer applicants than available places. The same

pattern was reflected in quota utilisation, with median values of 100.0% and 80.1%, respectively. Wilcoxon signed-rank tests confirmed significant differences between programme levels for both admission pressure and quota utilisation (both p = 0.002). These findings indicate that first-cycle/long-cycle Master and second-cycle programmes constituted distinct recruitment segments: the former characterised by high selectivity and full quota utilisation, and the latter by a persistent shortfall of applicants. Annual trends are presented in Figure 5.

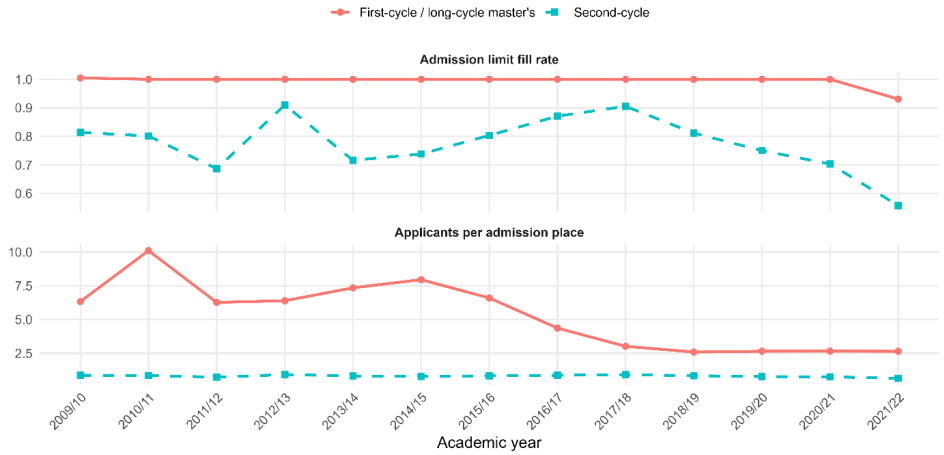


Figure 5. Comparison of the applicant-to-place ratio and quota utilisation in first-cycle/long-cycle Master and second-cycle military programmes, 2009/10–2021/22

Source: own analysis

Table 4. Comparison of first-cycle/long-cycle Master and second-cycle programmes in the same recruitment years

Level	Number of recruitment years	Median pressure	IQR of pressure	Median filling	IQR of filling
Level 1/long cycle Master's programme	13	6.270	3.940	100%	0.0%
Level 2	13	0.833	0.099	80.1%	9.8%

Source: own elaboration

The importance of military studies within the university's admissions structure

The expansion of military recruitment was accompanied by a marked shift in the university's recruitment profile. Between 2007/08 and 2023/24, the share of military places within the total first-cycle and long cycle Master's programme admission quota increased from 7.2% to 28.4%. Over the same period, military applicants rose from 9.6% to 30.4% of all applicants, while their share of admissions increased from 8.4% to 34.6%.

Overall, first-cycle and long cycle Master's programmes applications to MUT increased by 29.5%, compared with a 312.0% increase in military applications. Similarly, the overall admission quota expanded by 39.8%, whereas military places increased by 447.3%. By 2023/24, military programmes accounted for more than one-third of all first-cycle and long cycle Master's programmes admissions.

Figure 6 shows changes in the share of military programmes in admission quotas, applicants, and admissions at the MUT.

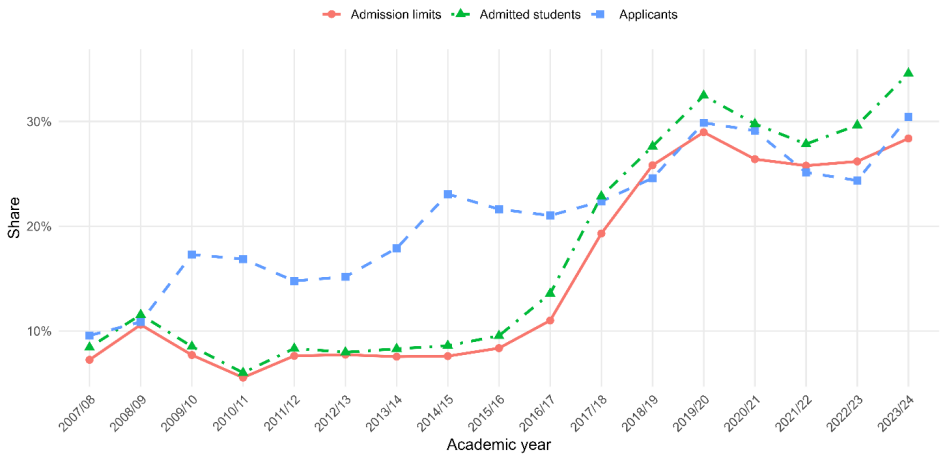


Figure 6. Proportion of military studies within the intake quotas, the number of applicants and the number of students admitted to first-cycle and long cycle Master's programmes across the university

Source: own analysis

Discussion

The administrative recruitment data demonstrate that admission quotas increased faster than applicant numbers, leading to a significant decline in recruitment pressure while maintaining high utilisation of available places. The data also

document a systematic increase in women's participation among both applicants and admitted candidates.

Evaluation of long-term trends in military recruitment

The expansion of admission capacity, coupled with sustained applicant interest, shows that recruitment policy successfully accommodated increased personnel demand without creating substantial underutilisation of training places. These findings, derived from the analysed administrative records, demonstrate that the applicant-to-place ratio should not be interpreted in isolation, as it reflects both applicant demand and administratively determined admission capacity.

Despite lower admission pressure, quota utilisation remained consistently high. The temporary decline to 93.1% in 2021/22 was followed by recovery to full utilisation by 2023/24. For recruitment management, these findings emphasise the need to monitor applicant-to-place ratios together with quota utilisation, since lower competition does not necessarily imply excess training capacity but may reduce opportunities to select candidates from a sufficiently large applicant pool.

Second-cycle programmes displayed a fundamentally different recruitment pattern. Applicant numbers remained below the available quota throughout the study period, and quota utilisation eventually fell below 60%. Their discontinuation after 2021/22 reflected the transition to the long cycle Master's programme format, highlighting the importance of programme structure when planning future officer training capacity.

Rising female participation demonstrates growing inclusiveness of military education; however, persistent differences in admission outcomes indicate the need for future studies using individual-level recruitment data.

The expanding share of military students within the university's overall intake indicates a structural transformation of the MUT. Between 2007/08 and 2023/24, military applicants increased from less than one-tenth to 30.4% of all first-cycle and long cycle Master's programmes applicants, while military students accounted for 34.6% of total admissions.

These recruitment patterns suggest broader implications for military personnel planning and training-capacity management. Expansion of admission quotas is likely to require corresponding adjustments in educational infrastructure, teaching staff, training resources, and broader organisational support. While these aspects were not measured directly in the present study, the administrative recruitment data provide evidence that may support long-term planning of officer education, personnel replenishment, and military personnel flows within the Armed Forces. Consequently, these implications serve to inform military logistics planning, without serving as direct metrics for infrastructure utilization or military readiness.

Implications for recruitment management

These data present several key implications for recruitment management.

Recruitment monitoring could be strengthened through an integrated system recording unique applicants, admission quotas, applicant-to-place ratios, quota utilisation, stage-specific selection outcomes, and actual enrolments, thereby providing a more accurate assessment of recruitment demand. To improve the understanding of programme choice, attrition, and retention, these quantitative indicators must be complemented by regular surveys and interviews with applicants, unsuccessful candidates, and early withdrawals.

This enhanced data infrastructure would enable deeper tactical analysis. Management requires evaluating admission pressure alongside quota utilisation to establish programme-specific warning thresholds, as high quota fulfilment may conceal vulnerabilities associated with a limited applicant pool. Similarly, tracking female recruitment throughout successive selection stages — from application to first-year retention identifies the challenges and terms of recruitment from gender perspective.

Decisions on admission quotas could be aligned with both demonstrated applicant demand and institutional capacity, thus reducing the risk of declining selectivity and excessive pressure on training resources. Integrating recruitment data with longitudinal service records is necessary to evaluate how effectively officer training meets long-term military needs.

Limitations of the study

This study has several limitations. The data are aggregated at the recruitment year level, preventing adjustment for individual characteristics such as age, place of residence, secondary school-leaving results, field of study, physical fitness, medical and psychological assessments, and prior military experience. The observed gender- and time-related associations should not be interpreted as causal. The transition to the long cycle Master's programme format in 2019/20 reduced the comparability of recruitment trends over time. Although the sensitivity analysis confirmed the robustness of the main findings, it could not fully eliminate differences between the two programme structures. The relatively short study period limited the modelling of structural change. As the final segment of the piecewise regression comprised only five observations, its estimates should be interpreted as descriptive rather than causal. A key institutional limitation is that the analysis focuses solely on MUT. The MUT differs from other Polish military academies in its technical profile, scale, and academic mission; therefore, the findings cannot be directly generalised to the wider military higher education system. Because the dataset excludes subsequent student

trajectories—such as attrition or graduation—future research must incorporate individual-level longitudinal data.

Conclusions

The study demonstrates that longitudinal administrative recruitment data constitute a valuable source for strategic planning of officer education. Expansion of training capacity successfully accommodated increasing recruitment demand while maintaining high quota utilisation. Future studies should integrate recruitment, graduation, and military career data to evaluate the long-term effectiveness of personnel planning.

Between the 2007/08 and 2023/24 academic years, first-cycle military studies and long cycle Master's programmes at the MUT expanded substantially. Applicant numbers increased by 312.0%, while both admission quotas and admissions increased by 447.3%. In the final admission cycle, more than 1,000 places were offered, and the quota was fully utilised. Although the applicant-to-place ratio declined significantly, this reflected the faster expansion of admission capacity rather than reduced demand. After 2019/20, the ratio stabilised at approximately two applicants per place, while quota utilisation remained consistently high.

This expansion was accompanied by a marked shift in the university's recruitment profile. The share of military applicants increased from 9.6% to 30.4% of all first-cycle and long cycle Master's programmes applicants, while their share of admissions rose from 8.4% to 34.6%. Together, these findings indicate a sustained expansion of military education with important implications for institutional capacity, teaching resources, and training infrastructure.

The proportion of women increased steadily among both applicants and admitted students, indicating continued gender diversification of military higher education. Nevertheless, women had lower odds of admission than men throughout the study period (pooled OR = 0.674). Because this estimate is based on aggregated recruitment outcomes, it should be interpreted as evidence of differential admission patterns rather than differential treatment, emphasising the need for stage-specific analyses of the selection process.

Recruitment to second-cycle programmes differed from first-cycle and long cycle Master's programmes, with applicant numbers consistently below the available quota and lower quota utilisation. Following the transition to the long cycle Master's programme format, separate second-cycle recruitment ceased in the 2022/23 academic year. The present study contributes to military logistics by demonstrating how recruitment indicators derived from administrative admission data can support the assessment of personnel inflow and training-capacity planning in military higher education. Although the study does not directly measure infrastructure, resource

allocation or operational readiness, it provides quantitative evidence that may inform these processes within the broader military personnel system.

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