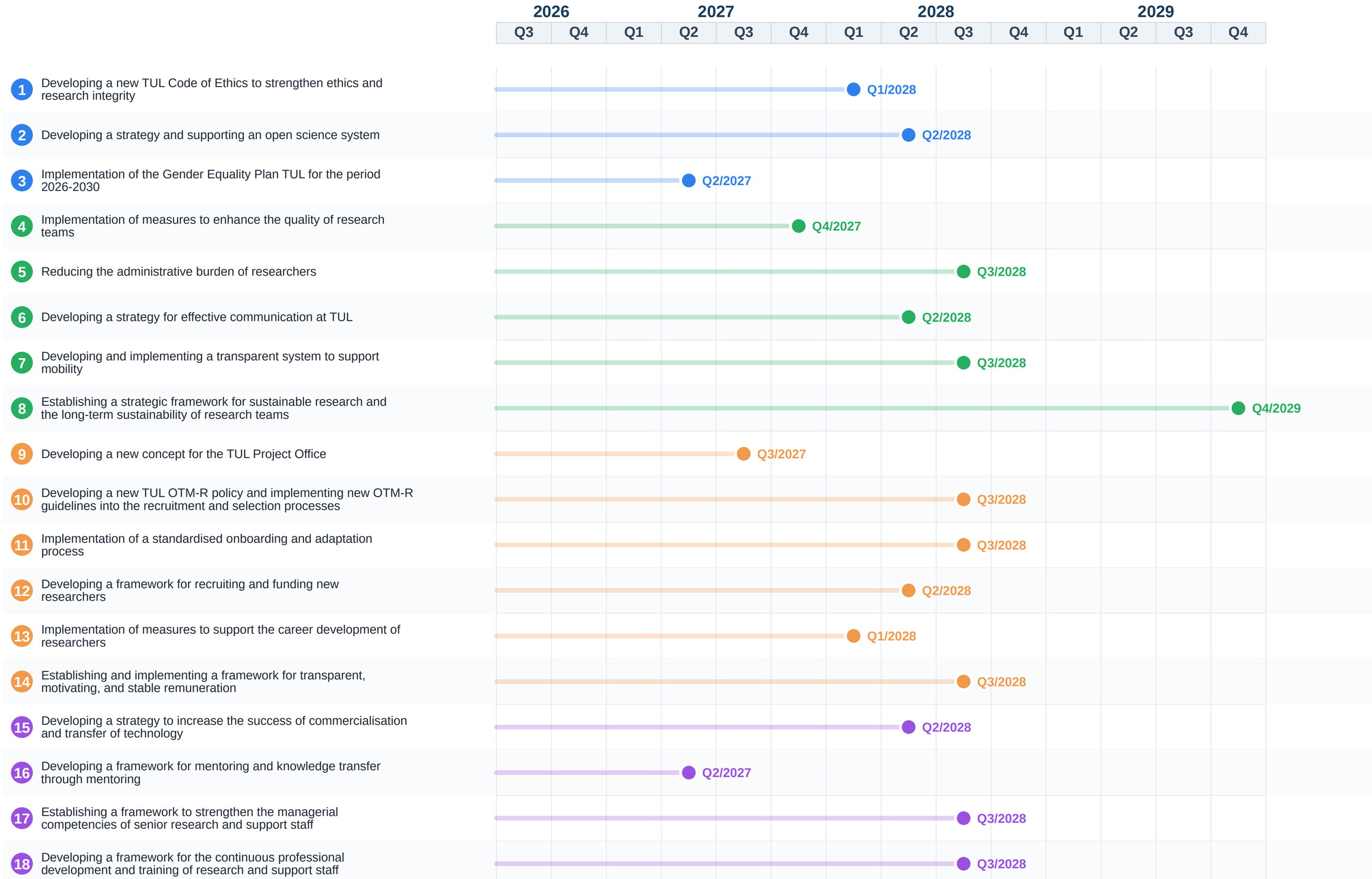HR Excellence in Research – TUL Action Plan (2026–2029)