

Record of Discussion of the 'Master Class for Admissions Department' under the Capacity Building on Specific Learning Disabilities (SLDs) Cycle 4 for the 29 Higher Education Institutions (HEIs), held on 02.09.2025 at 10:00 AM

An online session – Master Class for Admissions Department was organised on September 2, 2025, at 10:00 AM by the Department of Higher Education, Ministry of Education, in collaboration with NIEPA and ChangeInkk Foundation. The session was conducted under Cycle 4 of the Capacity Building on Specific Learning Disabilities (SLDs) Program, which seeks to strengthen the competencies of faculty members and non-teaching staff in Higher Education Institutions (HEIs). The session addressed critical challenges faced by admissions departments in accommodating students with SLDs and shared practical strategies to make admissions processes more inclusive. The discussion was further enriched with experience sharing, offering valuable insights and actionable approaches to foster inclusivity in admissions.

2. As part of Cycle 4, a sequence of sessions has been rolled out. This includes an Orientation Session (August 7, 2025) and a Sensitisation Session (September 1, 2025). Building on these, department-focused Master Class sessions are being organised for different departments within HEIs. It was attended by 86 participants, including Heads of Department and nominated faculty from identified institutions. A detailed list of participants is provided in **Annexure 1**.

3. Prof. Kumar Suresh, NIEPA, provided the background of the program, launched in January 2024. He noted that three cycles have been completed, with cycle 4 underway. Emphasising that the program includes monitoring and follow-up to ensure implementation in the HEIs. Stressing the importance of the initiative, Prof. Suresh noted that although the RPWD Act, 2016, recognises 21 categories of disabilities, including Specific Learning Disabilities, the awareness about it is lacking. Highlighting the critical role of faculty members as the first line of support due to their close engagement with students, he urged faculty to contribute actively to early identification and assistance for students with SLDs in their institute.

4. Ms. Aparajita Singh, Resource Person from the ChangeInkk Foundation, gave a comprehensive session on specific learning disabilities, with a special focus on making the admissions process inclusive. She explained conditions such as dyslexia, dyscalculia, and dysgraphia, underscoring their lifelong and invisible nature and clarifying that they are not indicative of low intelligence but do impact academic performance, life skills, and emotional well-being. Using a reading simulation, she demonstrated how dyslexia affects reading, dyscalculia impairs understanding of arithmetic symbols, and dysgraphia affects fine-motor tasks. Detailing RPWD Act 2016 norms, she explained that diagnosis is permissible only from Grade 3 or age 8 onwards, conducted by a pediatrician, psychiatrist, neurologist, or clinical/rehabilitation psychologist, and involves ruling out vision/hearing issues, confirming average or above-average IQ, and psychometric testing to assess severity. A benchmark disability of $\geq 40\%$ qualifies for certification and UDID cards, which are required for concessions and accommodations. She underlined the importance of early screening, professional diagnosis, and need-based assessments at the admissions stage to ensure equity and inclusion.

5. Ms. Singh further discussed provisions of legal and regulatory frameworks, including the RPWD Act, 2016 and NEP 2020, which mandate reservations, age relaxations, and inclusive education provisions for students with disabilities. Inspiring stories of resilience and achievement by individuals with SLDs were presented, demonstrating the transformative effect of timely accommodations and supportive environments. At the same time, the session highlighted existing challenges faced by students with SLDs during the admission process: Entrance Processes, Securing Admission, and Post-Admission Onboarding. Such as low awareness among stakeholders, inconsistent acceptance of disability certificates, lack of

coordination within institutions, and social stigma, which often hinder access and opportunities for students. Further targeted interventions across five pillars were discussed:

- (i) Streamlining processes: Appoint a single nodal officer from entrance to onboarding; accept UDID/benchmark certificates without redundant verification; ensure inclusive applications, scholarship support and AT
- (ii) Inclusive outreach: Maintain an updated disability webpage; explicitly list provisions across website/admissions material/social media; share case studies and alumni journeys
- (iii) Capacity building: Train admissions staff and counsellors on UDID verification, AT availability, sensitivity, and legal mandates
- (iv) Schemes & scholarships: Implement government benefits, consider reduced application fees where feasible, and leverage alumni/CSR for scholarships and AT.
- (v) Onboarding: Coordinate with nodal officers post-admission, conduct need-based assessments at the year start, screen at-risk students already on campus, provide accessible formats, and run orientations that map the institute's inclusive support roadmap.

6. During the session, faculty members raised important questions around statutory reservation limits, documentation requirements, and verification processes. Ms. Singh explained that while the RPWD Act mandates 5% reservation, actual enrollment of students with disabilities remains below 1%, and that UDID cards or disability certificates serve as valid proof during admissions. To extend the learning process, resources related to the program were shared and are available on the Malaviya Mission Teacher Training Programme website. Link: <https://mmc.ugc.ac.in/LearningDisabilities/Tutorials>

7. Mr. Devendra Kumar Sharma, Director- Department of Higher Education, emphasised that inclusive campuses are not only a statutory responsibility but also an ethical imperative to unlock the full potential of neurodiverse learners in higher education, thereby strengthening both institutions and society at large. He encouraged participants to attend all the sessions of the program and emphasised the importance of continuity for effective institutional capacity-building.

8. The session ended with a vote of thanks.

List of Participants for ‘Master Class for Admissions Department’ under Capacity Building on Specific Learning Disabilities (SLDs)- Cycle 4

S.No.	Name of Institute	Nominated Faculty Members	Attendees	Absentees
1	IIM Sirmaur	1. Dr. Advaita Rajendra 2. Dr. Atul Kumar Agrawal 3. Ajay Singhal	1. Dr. Advaita Rajendra 2. Dr. Atul Kumar Agrawal 3. Ajay Singhal	
2	Ghani Khan Choudhury Institute of Engineering & Technology, Malda	1. Dr. Koushik Paul	1. Dr. Koushik Paul Additional 2. Sandip Chanda	
3	Visvesvaraya National Institute of Technology Nagpur	1. Dr. Meera Dhabu 2. Shri. Nikhil Chingalwar 3. Mrs. Mugdha Lamsonge	1. Shri. Nikhil Chingalwar Additional 2. Dr R.B. Keskar	
4	NITTTR Bhopal	1. Dr. Sachin Tiwari 2. Parivesh Kasturia	1. Dr. Sachin Tiwari 2. Parivesh Kasturia 3. Director 4. Dr. A.K. Jain (Programme Coordinator)	
5	IISER Bhopal	1. Prof. Sanjeev Shukla 2. Dr. Pankaj Kumar 3. Ms. Sarita Panwar		1. Prof. Sanjeev Shukla 2. Dr. Pankaj Kumar 3. Ms. Sarita Panwar
6	National Institute of Technology Hamirpur	1. Dr. Amit Kaul 2. Dr. Jiwanjot Singh 3. Dr. Deepak Sharma	1. Dr. Amit Kaul 2. Dr. Deepak Sharma Additional 3. Dr. Shishupal Kumar	1. Dr. Jiwanjot Singh
7	IIIT Nagpur	1. Dr. Khushboo Jain 2. Dr. Jagdish Chakole 3. Dr. Shankar Bhattacharjee	1. Dr. Khushboo Jain 2. Dr. Jagdish Chakole 3. Dr. Shankar Bhattacharjee Additional 4. Suraj Shendokar	
8	IIM Bodh Gaya	1. Dr. Sunil Kumar Cuddapah Venkata 2. Dr. Prabhat Ranjan 3. Mr. Pintoo Kumar	1. Dr. Sunil Kumar Cuddapah Venkata 2. Dr. Prabhat Ranjan 3. Mr. Pintoo Kumar	

9	IIM Vishakhapatnam	1. Prof. Prashant Premkumar Nair 2. JSiva Kumar 3. Kesava Kumar M	1. Prof. Prashant Premkumar Nair 2. JSiva Kumar 3. Kesava Kumar M	
10	Assam University	1. Prof. A. K. Singh 2. Dr. Sreeparna Bhattacharjee 3. Dr. Ruhul Amin	1. Prof. A. K. Singh 2. Dr Sreeparna Bhattacharjee 3. Dr. Ruhul Amin	
11	IIIT Ranchi	1. Dr. Shashi Kant Sharma 2. Priyank Khare 3. Dr. Roshan Singh	1. Dr. Shashi Kant Sharma 2. Priyank Khare 3. Dr. Roshan Singh	
12	Tezpur University	1. Dr. Biren Das 2. Mr. Dwipen Ch. Das 3. Ms. Prohelika Hazarika	1. Dr. Biren Das 2. Mr. Dwipen Ch. Das 3. Ms. Prohelika Hazarika 4. Dr. Akhilesh Kumar (Programme Coordinator)	
13	IIIT Raichur	1. Dr. Alka 2. Dr. Ramesh K. Jallu	1. Dr. Alka 2. Dr. Ramesh K. Jallu Additional 3. Dr Chandra Mohan	
14	IIM Tiruchirappalli	1. G.Naresh	1. G.Naresh Additional 2. Suruti 3. Admissions Support 4. Chairperson Admissions	
15	The English and Foreign Languages University	1. Dr.A.Nagaraju 2. Mr.D.Srinivas 3. Ms.G.Bhavana	1. Dr.A.Nagaraju 2. Mr.D.Srinivas 3. Ms.G.Bhavana	
16	Dr. B.R. Ambedkar National Institute of Technology Jalandhar	1. Prof. Raman Bedi 2. Dr. Vickram Jeet Singh 3. Dr. Balwinder Raj	1. Dr. Vickram Jeet Singh	1. Prof. Raman Bedi 2. Dr. Balwinder Raj
17	Shri Lal Bahadur Shastri National Sanskrit University	1. Prof. Bhagirathi Nanda 2. Prof. Rachana Verma Mohan 3. Prof. Sucha Singh	1. Prof. Bhagirathi Nanda 2. Prof. Rachana Verma Mohan 3. Prof. Sucha Singh Additional 4. Sundar Narayan Jha	
18	Central University of Karnataka	1. Prof. Hanumae Gowd 2. Dr. Bharath Kumar	1. Prof. Hanumae Gowd 2. Dr. Bharath Kumar	

		3. Dr. Parshuram Kamble	3. Dr. Parshuram Kamble 4. Dr. P Rajalingam Goud (Programme Coordinator)	
19	Hemvati Nandan Bahuguna Garhwal University	1. Prof OP Gusain 2. Dr. Nitin Sati 3. Dr. Arun Shekhar Bahuguna	1. Prof OP Gusain 2. Dr. Pritam Negi (Programme Coordinator) Additional 3. DSW	1. Dr. Nitin Sati 2. Dr. Arun Shekhar Bahuguna
20	National Institute of Technology Kurukshetra	1. Prof. R.P. Chauhan 2. Prof. A.S.V. Ravi Kanth 3. Dr. Than Singh Saini	1. Prof. A.S.V. Ravi Kanth	1. Prof. R.P. Chauhan 2. Dr. Than Singh Saini
21	IIM Raipur	1. Prof. Rabin Kumar Jana 2. Ghanshyam Sohoni 3. Banhideepa Deshamukhya	1. Prof. Rabin Kumar Jana 2. Ghanshyam Sohoni 3. Banhideepa Deshamukhya	
22	IIM Mumbai	1. Prof. B E Narkhede 2. Prof. TM Rofin 3. prof. Sanjeev Verma	1. Prof. B E Narkhede 2. Prof. TM Rofin 3. prof. Sanjeev Verma Additional 5. Nikhil Mehta 6. Ravindra Gokhale 7. Raut Rakhes	
23	IIIT Bhopal	1. Dr. Sunil Kumar 2. Dr. D.C. Joshi	1. Dr. Sunil Kumar 2. Dr. D.C. Joshi	
24	Indira Gandhi National Open University	1. Dr. H. K. Bose 2. Dr. V.P. Rupam 3. Dr. Shekhar Suman		1. Dr. H. K. Bose 2. Dr. V.P. Rupam 3. Dr. Shekhar Suman
25	IIITTiruchirappalli	1. Prof. G. Seetharaman 2. Dr. R. Dhanalakshmi 3. Dr. M. Ambika	1. Prof. G. Seetharaman 2. Dr. R. Dhanalakshmi 3. Dr. M. Ambika Additional 4. Dr. Anoop Jacob Thomas	
26	IIIT Senapati	1. Kamalesh Kumar 2. Monorama Devi 3. Sita Rani Debberma		1. Kamalesh Kumar 2. Monorama Devi 3. Sita Rani Debberma
27	IIM Ranchi	1. Prof. Prasenjit	1. Prof. Prasenjit Chakrabarti	

		Chakrabarti 2. Ramesh Ghosh 3. Yashpal Bhardwaj	2. Ramesh Ghosh 3. Yashpal Bhardwaj 4. Prof. Gaurav Manohar Marathe (Programme Coordinator)	
28	IIT Indore	1. Prof. Ankhi Roy 2. Nitin Parashar	1. Prof. Ankhi Roy 2. Nitin Parashar Additional 3. Kailash Jamra	
29	School of Planning and Architecture, Delhi	1. Sanjeev Joshia	1. Sanjeev Joshia	
	Unidentified		1. Rajeev 2. Suraj 3. Binil Kumar Amarayil 4. BK 5. Bharat Singh	

List of Additional Attendees

Affiliation Details	Names of Attendees
Ministry of Education and NIEPA, Resource Persons	1. Mr. Devendra Kumar Sharma, Director, D/o Higher Education, MoE 2. Prof. Kumar Suresh, NIEPA 3. Dr. Shivakumar Kandekar, Assistant Professor NIEPA 4. Ms. Akansha Yadav, Consultant MMTTP, MoE 5. Ms. Aparajita Singh, ChangeInkk Foundation

Record of Discussion of the 'Masterclass for Office of Student Life or Campus Life Affairs' under the Capacity Building on Specific Learning Disabilities (CBSLDs) Cycle 4 for the 29 Higher Education Institutions (HEIs), held on 04.09.25 at 10:00 AM

An online Masterclass for the Office of Student Life and Campus Life Affairs was conducted on September 4, 2025. It was a part of the Master Class Phase under Cycle 4 of the Capacity Building Programme on Specific Learning Disabilities (CBSLD). The session was organised by the Department of Higher Education, Ministry of Education, in collaboration with NIEPA and the ChangeInkk Foundation. The session was designed to deepen faculty understanding and enhance their competencies in creating inclusive learning environments for students with Specific Learning Disabilities (SLDs) in Higher Education Institutions (HEIs).

2. Earlier, a sequence of sessions had already been conducted, including the Orientation Session (07.08.2025), Sensitisation Session (01.09.2025), the Masterclass for the Admission Department (02.08.2025), as well as sessions for the Office of Academic Affairs, Faculty, and Examination Cell (03.09.2025). In line with this systematic approach, department-wise masterclasses are now being conducted as part of the “Master Class for Each Department” phase. This session was specifically designed for the Office of Student Life and Campus Life Affairs, with the participation of around 60 faculty members. The detailed list of participants is provided in **Annexure 1**.

3. Mr. Devendra Kumar Sharma, Director, Department of Higher Education, in his opening remarks, emphasised that the core objective of this program is to engage with faculty from HEIs to build awareness and sensitisation on the needs of students with SLDs. He underscored the importance of conducting these sessions department-wise, given the unique challenges each department faces in supporting students with SLDs. He also informed that these masterclasses would be followed by a one-day in-person session, aimed at providing a platform for dialogue and exchange. Urging active participation, he encouraged faculty members to share case studies and practical experiences during the interaction.

4. Ms. Aparajita Singh, Resource Person from the ChangeInkk Foundation, conducted an in-depth session on Specific Learning Disabilities (SLDs), the challenges students face, and the steps Higher Education Institutions (HEIs) can take to create more inclusive support systems. The session broadened participants’ perspectives on the difficulties faced by students with SLDs and underscored the importance of targeted interventions to support the students. Covering learning disabilities conditions such as Dyslexia, Dyscalculia, and Dysgraphia, challenges ranging from difficulties in memorisation and slower information processing to sensory sensitivities, which often hinder academic progress, were discussed. To highlight the broader challenges faced by students with SLDs, Ms. Singh introduced a triad model that links academics, life skills, and emotional well-being, emphasising that a holistic and sustained support framework is essential for meaningful student development. The session

also referenced the policy context, drawing attention to the Rights of Persons with Disabilities (RPwD) Act, 2016 and the National Education Policy (NEP) 2020, both of which stipulate greater inclusivity and institutional responsibility. Participants were also apprised of UGC and AICTE guidelines, which mandate barrier-free infrastructure and accessible learning environments.

5. The three major challenges faced by students with SLDs in higher education related to campus life are: inaccessible infrastructure, lack of streamlined coordination, and lack of centres of support. To address these, three key action areas were proposed:

- Access to Resources: Ensuring the timely provision of academic and assistive tools based on regular needs assessments, supporting independent living, and ensuring that campus materials such as handbooks are digitally accessible.
- On-Campus Support: Training and sensitising hostel wardens and staff, introducing peer buddy systems, and organising sensitisation workshops.
- Streamlined Coordination: Streamline policy and support to ensure inclusive practices across admissions, campus life integration, academic-curriculum support, assistive technology and career and placement.

In addition, Resources related to the program were introduced, which are available on the MMTTP website and can be easily accessed through the link:

<https://mmc.ugc.ac.in/LearningDisabilities/Tutorials>

7. Following the presentation, an interactive discussion addressed several participants' questions, particularly around the Disability certification process, accessibility audits and financial components, etc. It was clarified that screening is an initial, informal step typically undertaken by educators or parents to flag potential concerns, especially when the disability isn't immediately visible. In contrast, diagnosis involves a formal evaluation by a certified professional. It was noted that a certificate or a Unique Disability ID (UDID) is issued, which enables access to relevant government benefits and support mechanisms.

8. The session ended with a vote of thanks.

Annexure 1

List of Participants for Master Class for Student Life/Campus Life Affairs under Cycle 4 of Capacity Building on Specific Learning Disabilities (SLDs) on 04.09.25

S.No.	Name of Institute	Nominated Faculty Members	Attendees	Absentees
1	IIM Sirmaur	1. Dr. Manish Sarkhel 2. Dr. Parijat Lanke 3. Ajay Singhal - Programme Coordinator	1. Dr. Manish Sarkhel 2. Ajay Singhal - Programme Coordinator	1. Dr. Parijat Lanke
2	Ghani Khan Choudhury Institute of Engineering & Technology Malda	1. Dr. Mandapati Mohan Jagadeesh Kumar	1. Dr. Mandapati Mohan Jagadeesh Kumar	
3	Visvesvaraya National Institute of Technology Nagpur	1. Dr. Vijayakumar R. P. 2. Dr. Deepesh Patel 3. Mrs. Deepali Deshpande	1. Dr. Vijayakumar R. P. 2. Dr. Deepesh Patel 3. Mrs. Deepali Deshpande	
4	NITTTR Bhopal	1. Dr. R.K.Gupta 2. Dharmendra Soni	1. Dr. R.K.Gupta 2. Dharmendra Soni	
5	IISER Bhopal	1. Dr. Jeet Kalia 2. Prof. Ravi Prakash Singh 3. Mr. Shailendra Soni	1. Dr. Jeet Kalia Additional 2. DOAA 3. Sunit Kumar Singh	1. Prof. Ravi Prakash Singh 2. Mr. Shailendra Soni
6	National Institute of Technology Hamirpur	1. Dr. Pardeep Singh 2. Dr. Manish Kumar Dhiman 3. Dr. Neetu Kapoor		1. Dr. Pardeep Singh 2. Dr. Manish Kumar Dhiman 3. Dr. Neetu Kapoor
7	IIT Nagpur	1. Dr. Tapan Jain 2. Dr. Girish Ghivela 3. Dr. Snehal Shinde		1. Dr. Tapan Jain 2. Dr. Girish Ghivela 3. Dr. Snehal Shinde
8	IIM Bodh Gaya	1. Dr. Sreelekha Mishra 2. Dr. Anamita Guha 3. Dr. Bijoy Philip VG	1. Dr. Anamita Guha	1. Dr. Sreelekha Mishra 2. Dr. Bijoy Philip VG

9	IIM Vishakhapatnam	1. Prof. Kaveri Krishnan 2. Rayaprolu Ramu 3. Bagde Dilip Kumar	1. Prof. Kaveri Krishnan 2. Rayaprolu Ramu 3. Bagde Dilip Kumar	
10	Assam University	1. Prof. Anup Kumar Dey 2. Dr. Biswa Ranjan Roy 3. Dr. Aditi Nath	1. Dr. Biswa Ranjan Roy 2. Dr. Aditi Nath	1. Prof. Anup Kumar Dey
11	IIT Ranchi	1. Dr. Jitendra Kumar Mishra 2. Dr. Kirti Kumari 3. Dr. Gaurav Sundaram	1. Dr. Jitendra Kumar Mishra 2. Dr. Kirti Kumari	1. Dr. Gaurav Sundaram
12	Tezpur University	1. Prof. Manabendra Mandal 2. Dr. Nirmali Gogoi 3. Dr. Gopal Singh 4. Akhilesh Kumar-Programme Coordinator	1. Dr. Nirmali Gogoi 2. Dr. Gopal Singh 3. Akhilesh Kumar-Programme Coordinator	1. Prof. Manabendra Mandal
13	IIT Raichur	1. Dr. Neha Agrawal	1. Dr. Neha Agrawal	
14	IIM Tiruchirappalli	1. Rishikesan Parthipan	1. Rishikesan Parthipan 2. G Dharma (Additional)	
15	The English and Foreign Languages University	1. Prof.Sujatha Mukiri 2. Dr.Eligedi Rajkumar 3. Dr.C.C.Malobika	1. Prof.Sujatha Mukiri 2. Dr.Eligedi Rajkumar 3. Dr.C.C.Malobika	
16	Dr. B.R. Ambedkar National Institute of Technology Jalandhar	1. Prof. Anish Sachdeva 2. Dr. Indu Saini 3. Dr. Anee Mohanty	1. Prof. Anish Sachdeva 2. Dr. Indu Saini 3. Dr. Anee Mohanty	
17	Shri Lal Bahadur	1. Prof. Shiv Shankar	1. Prof. Sundar	1. Prof. Shiv Shankar

	Shastri National Sanskrit University	Mishra 2. Prof. Sundar Narayan Jha 3. Dr. Kanta	Narayan Jha 2. Bhagirathi Nanda - Programme Coordinator	Mishra 2. Dr. Kanta
18	Central University of Karnataka	1. Dr. Basavaraj Kubbakadi 2. Dr. Basavaraj E 3. Dr. Charan Kumar K	1. Dr. Basavaraj Kubbakadi 2. Dr. Basavaraj E 3. Dr. Charan Kumar K 4. Dr. P Rajalingam Goud - Programme Coordinator	
19	Hemvati Nandan Bahuguna Garhwal University	1. Prof. M.M. Semwal 2. Prof Seema Dhawan 3. Dr. Mamta Rana	1. Prof Seema Dhawan 2. Dr. Mamta Rana 3. Pritam Negi- Programme Coordinator	1. Prof. M.M. Semwal
20	National Institute of Technology Kurukshetra	1. Prof. Paratibha Agarwal 2. Dr. Shelly Vadhera 3. Dr. Yashshchandra Dwivedi	1. Prof. Paratibha Agarwal 2. Dr. Shelly Vadhera 3. Dr. Yashshchandra Dwivedi 4. Saraswati Setia - Programme Coordinator	
21	IIM Raipur	1. Prof. Ramkumar M 2. Bhoomika 3. Raju Mallik	1. Prof. Ramkumar M 2. Bhoomika 3. Raju Mallik	
22	IIM Mumbai	1. Prof. Rauf Iqbal 2. Prof. Utpal Chattopadhyaya 3. Prof. Nikhil Mehta	1. Prof. Rauf Iqbal 2. Prof. Utpal Chattopadhyaya 3. Prof. Nikhil Mehta	
23	IIT Bhopal	1. Dr. Nikhil Kumar Singh 2. Dr. Aashish Parihar	1. Dr. Nikhil Kumar Singh	1. Dr. Aashish Parihar
24	Indira Gandhi National Open	1. Dr. Bharat Bhushan 2. Dr. Bhawna Gulati	1. Prof. Ajay Kumar Singh	1. Dr. Bharat Bhushan 2. Dr. Bhawna Gulati

	University	3. Prof. Ajay Kumar Singh		
25	IIT Tiruchirappalli	1. Dr. Velmurugan C 2. Dr. Jagadeeshwar P 3. Dr. M. Senthil Sivakumar		1. Dr. Velmurugan C 2. Dr. Jagadeeshwar P 3. Dr. M. Senthil Sivakumar
26	IIT Senapati	1. Akoijam Malemnkanbi 2. Monorama Devi 3. Sita Rani Debberma		1. Akoijam Malemnkanbi 2. Monorama Devi 3. Sita Rani Debberma
27	IIM Ranchi	1. Prof. Gaurav Manohar Marathe 2. Ashish Ranjan 3. Arti Kumari	1. SEDC Office	1. Prof. Gaurav Manohar Marathe 2. Ashish Ranjan 3. Arti Kumari
28	IIT Indore	1. Dr. Abhijeet B. Joshi 2. Surendra Sulya 3. Abhishek 4. Vijesh Antony 5. Shilpa Chouhan 6. Shubhra Vyas	1. Dr. Abhijeet B. Joshi 2. Vijesh Antony 3. Shilpa Chouhan 4. Shubhra Vyas	1. Surendra Sulya 2. Abhishek
29	School of Planning and Architecture, Delhi	1. Parul Kiri Roy	1. Parul Kiri Roy	
	Unidentified		1. Prachi Sinha 2. M N Tiwari	

Additional Attendees

Affiliation Details	Names of Attendees
Ministry of Education and NIEPA, Resource Persons	1. Mr. Devendra Kumar Sharma, Director, D/o Higher Education, MoE 2. Prof. Kumar Suresh, NIEPA 3. Dr. Suman Negi, Assistant Professor, NIEPA 4. Ms. Akansha Yadav, Consultant MMTTP, MoE 5. Ms. Aparajita Singh, ChangeInkk Foundation

Record of Discussion of the 'Masterclass for Office of Academic Affairs, Faculty and Examination Cell' under the Capacity Building on Specific Learning Disabilities (CBSLDs) Cycle 4 for the 29 Higher Education Institutions (HEIs), held on 03.09.25 at 10:00 AM

An online **Masterclass for the Office of Academic Affairs, Faculty and Examination Cell** was organised by the Department of Higher Education, Ministry of Education, in collaboration with the ChangeInkk Foundation on 03.09.25 from 10.00 AM. This session formed part of the ongoing Capacity Building on Specific Learning Disabilities (CBSLDs) Cycle 4, which aims to enhance the capabilities of teaching and non-teaching staff. This particular masterclass emphasised building awareness and understanding around SLDS among faculty, with a focus on inclusive teaching methods, assessment strategies, and academic accommodations in both instructional and evaluation contexts. As part of the various phases under Cycle 4 of the CBSLDs program, earlier sessions, including the Orientation Session, Sensitisation Session, and a Masterclass tailored for the Admission Department, were held on 07.08.2025, 01.09.2025, and 02.09.2025, respectively. Continuing this sequence, this masterclass was for the Office of Academic Affairs, the Faculty, and the Examination Cell. The interactive session saw the participation of over 77 faculty members from participating institutions. A participant list is attached in **Annexure 1**.

2. Mr. Devendra Kumar Sharma, Director, Department of Higher Education, highlighted the purpose of the program and explained that its structure is designed to address challenges department-wise, since issues differ across admissions, academics, examinations, student welfare, IT, and placements. The online sessions serve as preparatory steps for in-person interactions, enabling focused discussions on each department's role in supporting students with SLDs. He also noted the success of earlier cycles and emphasised the value of learning directly from lived experiences.

3. Prof. Kumar Suresh from NIEPA provided an overview of the program, underscoring its relevance and the growing need for initiatives that promote inclusion in higher education. He explained that the CBSLD program is designed to sensitise HEIs about the academic and administrative responsibilities of different departments, thereby equipping them to better support students with SLDs.

4. Ms. Aparajita Singh, Resource Person from the ChangeInkk Foundation, led an interactive masterclass focused on academics and examinations in institutions, exploring what it means to make institutional spaces inclusive for students with Specific Learning Disabilities (SLDs). It covered the three most common SLDs like dyslexia, dyscalculia, and dysgraphia, highlighting difficulties such as poor memorisation, hypersensitivity to stimuli, and delayed processing. She noted that students with SLDs often excel in oral communication but struggle with written performance, leading to low self-esteem and frustration. Ms. Singh further explained the RPWD Act, 2016 provisions, stressing that formal diagnosis can only be made from age 8/Grade 3 onwards by qualified professionals, and certification requires a benchmark disability of $\geq 40\%$ for availing concessions.

5. Ms. Singh highlighted the major challenges faced by students with Specific Learning Disabilities (SLDs) in HEIs, which can be categorised into three broad areas: inaccessible curriculum, lack of inclusive pedagogy, and non-inclusive assessments and evaluation. The session referenced the Rights of Persons with Disabilities Act, 2016, and NEP 2020, both advocating for inclusive education frameworks, as well as UGC and AICTE guidelines promoting inclusivity in curriculum, inclusive pedagogy, assignments & evaluation, assistive technology, and research. The concept of Universal Design for Learning (UDL) was introduced, a framework that advocates multiple means of engagement, representation, and assessment, thereby benefiting not only students with disabilities but

the entire student body. The action areas for the department included adopting inclusive curricula with flexible degree options and individualised learning plans; promoting inclusive pedagogy through reasonable accommodations, recorded lectures, digital materials, extra time, and scribes. Assistive Technology (AT) was also emphasised, with recommendations to ensure access to AT tools, provide training, and incorporate these tools into classroom and assessment settings. Further, participants were informed about the resources related to the program, which are available on the Malaviya Mission Teacher Training Programme website, with the access link:

<https://mmc.ugc.ac.in/LearningDisabilities/Tutorials>

5. Following the presentation, a faculty member from the Central University of Karnataka highlighted his department's pioneering work in offering an inclusive curriculum under the provisions of the Rights of Persons with Disabilities Act, 2016. Further, HEIs underlined issues such as parental reluctance in disclosing disabilities, the need for special hostel accommodations, and the diagnosis process. The recently released UGC's Accessibility Guidelines Standards for Higher Education Institutions and Universities was shared -

<https://cdnbbsr.s3waas.gov.in/s3e58aea67b01fa747687f038dfde066f6/uploads/2024/07/202407021392105215.pdf>

6. The session ended with a vote of thanks

List of Participants for Master Class for Academic Affairs / Faculty / Examination Cell under Cycle 4 of Capacity Building on Specific Learning Disabilities (SLDs) on 03.09.25

S.No.	Name of Institute	Nominated Faculty Members	Attendees	Absentees
1	IIM Sirmaur	1. Dr. Amit Gupta 2. Dr. Jyotsna Sharma 3. Pooja	1. Dr. Amit Gupta 2. Pooja 3. Dr. Ajay Kumar Singal - Programme Coordinator	1. Dr. Jyotsna Sharma
2	Ghani Khan Choudhury Institute of Engineering & Technology, Malda	1. Dr. Suranjan Sikdar	1. Dr. Suranjan Sikdar 2. Dr. Koushik Paul - Programme Coordinator	
3	Visvesvaraya National Institute of Technology Nagpur	1. Dr. Yogesh Puri 2. Dr. Nikhil Chingalwar 3. Shri. Raman Durge	1. Dr. Nikhil Chingalwar 2. Shri. Raman Durge 3. superintendent academics	1. Dr. Yogesh Puri
4	NITTTR Bhopal	1. Dr. Sanjay Agrawal 2. Dr. K.Manikavasagam 3. Dr. Izhar Ahmad	1. Dr. A.K. Jain - Programme Coordinator 2. Dr. Sanjay Agrawal 3. Dr. K.Manikavasagam 4. Dr. Izhar Ahmad	
5	IISER Bhopal	1. Prof. Sanjeev Shukla 2. Dr. Pankaj Kumar 3. Ms. Sarita Panwar		1. Prof. Sanjeev Shukla 2. Dr. Pankaj Kumar 3. Ms. Sarita Panwar
6	National Institute of Technology Hamirpur	1. Dr. Krishan Kumar 2. Dr. Suket Kumar 3. Dr. Shampy Kamboj		1. Dr. Krishan Kumar 2. Dr. Suket Kumar 3. Dr. Shampy Kamboj
7	IIIT Nagpur	1. Dr. Chandrashekhar Sakode 2. Dr. Amit Shewale 3. Dr. Sushmita Dandeliya	1. Dr. Chandrashekhar Sakode 2. Dr. Amit Shewale 3. Dr. Sushmita Dandeliya Additional 4. Suraj Shendokar	
8	IIM Bodh Gaya	1. Dr. Ashish Sharma 2. Ms. Priyanka Deepak		1. Dr. Ashish Sharma 2. Ms. Priyanka Deepak 3. Mr. Roshan Toppo

S.No.	Name of Institute	Nominated Faculty Members	Attendees	Absentees
		3. Mr. Roshan Toppo		
9	IIM Vishakhapatnam	1. Prof. Shivshanker Singh Patel 2. Ramesh Kumar Sethuraman 3. Venkata Rajasekhar Moturu	1. Venkata Rajasekhar Moturu	1. Prof. Shivshanker Singh Patel 2. Ramesh Kumar Sethuraman
10	Assam University	1. Prof. R. K. Mahto 2. Mr. Brojen Singha 3. Dr. Albin Joseph	1. Prof. R. K. Mahto 2. Dr. Albin Joseph 3. Laishram Bojen Singh 4. Ajay Kumar Singh - Programme Coordinator	1. Mr. Brojen Singha
11	IIIT Ranchi	1. Dr. Jayadeep Pati 2. Dr. Nishit Malviya 3. Dr. Rishikesh Dutta Tiwary	1. Dr. Nishit Malviya 2. Dr. Rishikesh Dutta Tiwary	1. Dr. Jayadeep Pati
12	Tezpur University	1. Prof. R. R. Hoque 2. Mr. Bhabesh Borah 3. Mr. Dwipen Ch Das	1. Prof. R. R. Hoque 2. Mr. Bhabesh Borah 3. Mr. Dwipen Ch Das 4. Dr. Akhilesh Kumar - Programme Coordinator	
13	IIIT Raichur	1. Dr. Ramesh K. Jallu	1. Dr. Ramesh K. Jallu	
14	IIM Tiruchirappalli	1. Satish Maheswarappa	1. Satish Maheswarappa 2. IIM T	
15	The English and Foreign Languages University	1. Prof. Anjali V Bagde 2. Ms.A.Sreelatha 3. Mr.M.Madhusudhan Rao	1. Prof. Anjali V Bagde 2. Ms.A.Sreelatha 3. Mr.M.Madhusudhan Rao	
16	Dr. B.R. Ambedkar National Institute of Technology Jalandhar	1. Prof. Raman Bedi 2. Dr. Rajeev Kukreja 3. Dr. Anupam Yadav	1. Dr. Rajeev Kukreja 2. Dr. Anupam Yadav Additional 3. Dr. Balwinder Raj	1. Prof. Raman Bedi
17	Shri Lal Bahadur Shastri National Sanskrit University	1. Dr. Pradeep Kumar Aggarwal 2. Prof. Adesh Kumar 3. Dr. Aditya Pancholi	1. Dr. Pradeep Kumar Aggarwal 2. Prof. Adesh Kumar 3. Dr. Aditya Pancholi	

S.No.	Name of Institute	Nominated Faculty Members	Attendees	Absentees
			4. Prof. Bhagirathi Nanda - Programme Coordinator Additional 5. Dr. Kanta	
18	Central University of Karnataka	1. Prof. G R Angadi 2. Dr. Rajeev Joshi 3. Mr. P V J Sravan	1. Prof. G R Angadi 2. Dr. Rajeev Joshi 3. Mr. P V J Sravan 4. Dr. P Rajalingam Goud - Programme Coordinator Additional 5. Dr. Alok Kumar Gaurav 6. Prof. Pramod Kumar	
19	Hemvati Nandan Bahuguna Garhwal University	1. Prof. JS Chauhan 2. Shri Anis Uz Zaman 3. Dr RCS Rana	1. Prof. JS Chauhan 2. Shri Anis Uz Zaman 3. Dr RCS Rana 4. Ramesh Chandra Rana 5. Dr. Pritam Negi - Programme Coordinator	
20	National Institute of Technology Kurukshetra	1. Prof. Saraswati Setia 2. Dr. Vrinda Gupta 3. Dr. Neeraj Kaushik	1. Prof. Saraswati Setia 2. Dr. Vrinda Gupta	1. Dr. Neeraj Kaushik
21	IIM Raipur	1. Prof. Diptiman Banerji 2. Anil Ponal 3. Yogesh Kumar Sinha	1. Prof. Diptiman Banerji 2. Anil Ponal 3. Yogesh Kumar Sinha	
22	IIM Mumbai	1. Prof. Vivek Khanzode 2. Prof. Rakesh Raut 3. Prof. Seema Unnikrishnan	1. Prof. Vivek Khanzode 2. Prof. Rakesh Raut 3. Prof. Seema Unnikrishnan	
23	IIIT Bhopal	1. Dr. N.K.Giri 2. Dr. D.C. Joshi	1. Dr. N.K.Giri 2. Dr. D.C. Joshi	

S.No.	Name of Institute	Nominated Faculty Members	Attendees	Absentees
24	Indira Gandhi National Open University	1. Dr. Devkant Rao 2. Prof. Shachi Shah 3. Dr. Vandana Varma	1. Prof. Shachi Shah	1. Dr. Devkant Rao 2. Dr. Vandana Varma
25	IIIT Tiruchirappalli	1. Dr. K. Kamakshi 2. Dr. N. Renugadevi	1. Dr. N. Renugadevi Additional 2. Nivetha S	1. Dr. K. Kamakshi
26	IIT Senapati	1. Pradipkanti Devi Lairengjam 2. Monorama devi 3. Sita Rani Debbarma		1. Pradipkanti Devi Lairengjam 2. Monorama devi 3. Sita Rani Debbarma
27	IIM Ranchi	1. Prof. Tanusree Dutta 2. Col. Tarun Jha 3. Anil Kumar	1. Col. Tarun Jha 2. Anil Kumar 3. Azad 4. Dr. Dhananjoy Bhakta Additional 5. Subir Ghosh	1. Prof. Tanusree Dutta
28	IIT Indore	1. Prof. Somnath Dey 2. Dr. Kumar Gaurav 3. Tapeshe Parihar	1. Prof. Somnath Dey 2. Dr. Kumar Gaurav 3. Tapeshe Parihar Additional 4. Kailash Jamra	
29	School of Planning and Architecture, Delhi	1. Aditi Singh	1. Aditi Singh	
	Unidentified		1. MD 2. Sunit	

List of Additional Attendees

Affiliation Details	Names of Attendees
Ministry of Education and NIEPA, Resource Persons	1. Mr. Devendra Kumar Sharma, Director, DoHE 2. Prof. Kumar Suresh, NIEPA 3. Dr Shankar Paripally, NIEPA 4. Ms. Akansha Yadav, Consultant MMTTP, MoE 5. Ms. Aparajita Singh, ChangeInkk Foundation

Record of Discussion of the 'Masterclass for Career and Placement Cell' under the Capacity Building on Specific Learning Disabilities (CBSLDS) Cycle 4 for the 29 Higher Education Institutions (HEIS), held on 09.09.25 at 10:00 AM

The Department of Higher Education, Ministry of Education, in collaboration with the NIEPA and ChangeInkk Foundation, conducted an online session, 'Masterclass for Career and Placement Cell'. This session was part of the ongoing Master Class Phase under Cycle 4 of the Capacity Building on Specific Learning Disabilities (CBSLD). The program aims to enhance the capabilities of both faculty and non-teaching staff by equipping them with the awareness, knowledge, and understanding necessary to foster inclusive environments for students with Specific Learning Disabilities (SLDs) in Higher Education Institutions. This masterclass focused on practical strategies to enhance career guidance and placement opportunities, with a strong emphasis on building inclusive placement ecosystems, a crucial element of a holistic academic experience for students with SLDS.

2. The Capacity Building on SLDS program has been rolled out in a phased manner since August 2025, including an Orientation Session, a Sensitisation Session, and a series of Department-wise Masterclasses. This session brought together department heads and nominated representatives from the Career and Placement Cells of designated institutions. The session witnessed active participation from over 53 attendees, fostering a dynamic and insightful exchange of ideas. The participant list is provided in **Annexure 1**.

3. Prof. Kumar Suresh, Director (Planning and Development), NIEPA, explained that the Capacity Building on Specific Learning Disabilities (CBSLD) program, launched in January 2024 under the National Education Policy's vision of inclusion, is now in its fourth cycle. The program comprises both online sessions and in-person workshops. He highlighted that although Specific Learning Disability (SLD) is recognised under the RPwD Act, 2016, awareness about it and effective support strategies remain limited. He emphasised that initiatives like the CBSLD program are vital for creating a supportive ecosystem within higher education institutions.

4. Ms. Aparajita Singh, Resource Person from ChangeInkk Foundation, conducted a masterclass focusing on inclusive placement processes for students with Specific Learning Disabilities (SLD). She emphasised that when students transition through higher education, they generally follow one of three pathways: pursuing further studies, exploring entrepreneurial ventures, or seeking campus placements. The presentation explained that Specific Learning Disabilities fall under the broader neurodiversity umbrella. It is estimated that one in five individuals may have such conditions, though not all are formally diagnosed. SLDs include dyslexia, dyscalculia, dysgraphia, and dyspraxia. She further explained that with access to accommodations and assistive technologies, individuals with SLD can excel in academics and careers. She noted that underemployment and unemployment remain pressing challenges for this group. The processes of screening and diagnosis of the disability were outlined. Screening for SLD is informal, done by educators through observation, while a formal diagnosis after age eight requires medical professionals, IQ testing, and psychometric analysis; certification applies only for 40%+ severity.

The “dyslexic iceberg” analogy was introduced, that while students with SLD may outwardly show anxiety, language errors, or time management struggles, they often possess hidden strengths like resilience, creativity, problem-solving, leadership, and innovative thinking. She also emphasised that many globally renowned personalities, including Nobel laureates and inventors, have excelled despite SLD. Research evidence supports this: large organisations have reported significant productivity gains from employing neurodiverse talent. Studies by Ernst & Young, for instance, show that if companies employed neurodivergent individuals at the same rate as neurotypical individuals, GDP could rise by 1.2% annually.

5. Despite this potential, Ms. Singh acknowledged that stigma and lack of awareness continue to make career opportunities inaccessible to many individuals with SLD, resulting in a loss of talent across sectors. The challenges in making placement processes inclusive for students with disabilities are a lack of awareness among placement departments, employers, and students themselves often leads to missed opportunities. Students struggle with disclosure of disability, low job readiness, and limited mentoring support, while institutions lack structured placement training and reasonable accommodations. The strategies to solve these challenges are conducting sensitisation, job readiness programs, and inclusive hiring, recommending performance-based assessments, tailored mentoring, and accessible placement processes. She urged institutions to advocate success stories of students with SLD, sensitise recruiters, and map student strengths with opportunities. The RPwD Act 2016 and equal opportunity mandates underscore inclusive placements as critical for individual success and national growth.

6. During the session, the faculty members asked their questions and queries. A faculty member from Tezpur University asked how special students could be fairly assessed during interviews. To this, it was clarified that no separate process is required; instead, reasonable accommodations should be embedded. She stressed that since such students progress through higher education with accommodations, similar supports must extend into placement. The discussion emphasised that placement cells must shift the focus from disability labels to competencies, grouping students by skills and interests, and proactively matching them with relevant opportunities.

7. Mr. Devendra Kumar Sharma, Director, Dept of Higher Education, in his remarks stressed the need to sensitise companies to the strengths of students with disabilities. He emphasised presenting inclusive hiring not as charity, but as a business advantage that drives creativity, productivity, and economic growth.

8. Resources related to the program were shared and are available on the 'Malaviya Mission Teacher Training Programme' website, accessible via the link:

<https://mmc.ugc.ac.in/LearningDisabilities/Tutorials>

9. The session concluded with a vote of thanks.

Annexure 1

List of Participants for Master Class for Career & Placement Cell under Cycle 4 of Capacity Building on Specific Learning Disabilities (SLDs) on 09.09.25

S.No.	Name of Institute	Nominated Faculty Members	Attendees	Absentees
1	IIM Sirmaur	1. Dr. Karthikeyan Balakumar 2. Dr. J Ramesh Kumar	1. Prof. Ajay Singhal (Programme Coordinator)	1. Dr. Karthikeyan Balakumar 2. Dr. J Ramesh Kumar
2	Ghani Khan Choudhury Institute of Engineering & Technology, Malda	1. Dr. Sandip Chanda	1. Dr. Sandip Chanda	
3	Visvesvaraya National Institute of Technology Nagpur	1. Dr. Rashmi Udanwardikar 2. Mr. Harshad Panase 3. Mr. Rahul Ade	1. Dr. Rashmi Udanwardikar 2. Mr. Harshad Panase 3. Mr. Rahul Ade 4. Dr. R.B. Keskar (Additional)	
4	NITTTR Bhopal	1. Dr. Ranit Singh Chouhan 2. Dr. Harendra Pratap Singh	1. Dr. Ranit Singh Chouhan 2. Dr. Harendra Pratap Singh	
5	IISER Bhopal	1. Dr. Paramita Das 2. Mr. Pravas Ranjan Behuria 3. Mr. Arshi Ali		1. Dr. Paramita Das 2. Mr. Pravas Ranjan Behuria 3. Mr. Arshi Ali
6	National Institute of Technology Hamirpur	1. Dr. Somesh Sharma 2. Dr. Vivek Tiwari 3. Dr. Manoj Kumar Yadav		1. Dr. Somesh Sharma 2. Dr. Vivek Tiwari 3. Dr. Manoj Kumar Yadav
7	IIIT Nagpur	1. Dr. Paritosh Peshwe 2. Dr. Nileshchandra Pikle 3. Dr. Ujwal Warbhe	1. Dr. Paritosh Peshwe 2. Dr. Nileshchandra Pikle	1. Dr. Ujwal Warbhe
8	IIM Bodh Gaya	1. Dr. Sabyasachi Mohapatra 2. Ms. Shobhana Tiwari 3. Mr. Abhijeet Beltharia	1. Ms. Shobhana Tiwari 2. Mr. Abhijeet Beltharia	1. Dr. Sabyasachi Mohapatra
9	IIM Vishakhapatnam	1. Prof. Deepika Gupta	1. Prof. Deepika Gupta	

		2. Somashekara M N 3. Vinay Vemparala	2. Somashekara M N 3. Vinay Vemparala	
10	Assam University	1. Prof. D. Ghosh 2. Dr. Juthika Konwar 3. Dr. Nilanjana Chakrabarty	1. Prof. D. Ghosh 2. Dr. Juthika Konwar 3. Dr. Nilanjana Chakrabarty	
11	IIIT Ranchi	1. Dr. Noopur 2. Dr. Nitika Nigam 3. Dr. Abhinav Kumar	1. Dr. Noopur 2. Dr. Nitika Nigam 3. Dr. Abhinav Kumar	
12	Tezpur University	1. Prof. S. C. Deka 2. Dr. Pijush Ch. Das 3. Ms. Deena Davy	1. Dr. Pijush Ch. Das 2. Ms. Deena Davy	1. Prof. S. C. Deka
13	IIIT Raichur	1. Dr. Jahnvi Tiwari	1. Dr. Jahnvi Tiwari	
14	IIM Tiruchirappalli	1. Abhishek Kumar Tottawar	1. Abhishek Kumar Tottawar 2. Vincent (Additional)	
15	The English and Foreign Languages University	1. Prof. Anand Mahanand 2. Dr. Mutyala Udaya 3. Dr. Sanjay Kumar	1. Prof. Anand Mahanand 2. Dr. Mutyala Udaya 3. Dr. Sanjay Kumar	
16	Dr. B.R. Ambedkar National Institute of Technology Jalandhar	1. Prof. Vinay Midha 2. Dr. O P Verma 3. Dr. Yaisna Rajkumari	1. Prof. Vinay Midha	1. Dr. O P Verma 2. Dr. Yaisna Rajkumari
17	Shri Lal Bahadur Shastri National Sanskrit University	1. Dr. Ratan Lal 2. Dr. Jitender Kumar 3. Dr. Brijesh Kumar Mishra	1. Prof. Bhagirathi Nanda - Programme Coordinator	1. Dr. Ratan Lal 2. Dr. Jitender Kumar 3. Dr. Brijesh Kumar Mishra
18	Central University of Karnataka	1. Prof. Pramod Kumar 2. Dr. Paramesh S P 3. Dr. Alok Kumar Gaurav	1. Prof. Pramod Kumar 2. Dr. Paramesh S P 3. Prof. Raja Lingam Goud - Programme Coordinator	1. Dr. Alok Kumar Gaurav
19	Hemvati Nandan Bahuguna Garhwal University	1. Prof. Rakesh Kumar Dhodi 2. Prof. Rashmi Dhodi 3. Dr. Anurag Goyal	1. Prof. Rakesh Kumar Dhodi 2. Dr. Anurag Goyal	1. Prof. Rashmi Dhodi
20	National Institute of Technology Kurukshetra	1. Prof. Paratbha Agarwal 2. Dr. Shelly Vadhera 3. Dr. Yashashchandra	1. Dr. Shelly Vadhera 2. Dr. Yashashchandra Dwivedi	1. Prof. Paratbha Agarwal

		Dwivedi	3. Prof. Saraswati Setia (Programme Coordinator) Additional 4. Dr. Surender Ontela 5. Munish Sharma	
21	IIM Raipur	1. Prof. Mohit Goswami 2. Suyash Shrivastava 3. Pranshi Parsai	1. Prof. Mohit Goswami 2. Suyash Shrivastava 3. Pranshi Parsai	
22	IIM Mumbai	1. Prof. vartika Srivastava 2. Prof. Veepan Kumar 3. Prof. Bhavya Kapoor	1. Prof. vartika Srivastava 2. Prof. Veepan Kumar	1. Prof. Bhavya Kapoor
23	IIIT Bhopal	1. Dr. Sonal Telang Chandel 2. Dr. Neeta Anna Eapen	1. Dr. Sonal Telang Chandel 2. Dr. Neeta Anna Eapen	
24	Indira Gandhi National Open University	1. Dr. V. P. Rupam 2. Reena Kumari		1. Dr. V. P. Rupam 2. Reena Kumari
25	IIIT Tiruchirappalli	1. Dr. Anoop Jacob Thomas 2. Dr. R. Dhanalakshmi 3. Dr. G. Devasena		1. Dr. Anoop Jacob Thomas 2. Dr. R. Dhanalakshmi 3. Dr. G. Devasena
26	IIIT Senapati	1. navanath saharía 2. Chittotosh Ganguly 3. Motilal		1. Navanath saharía 2. Chittotosh Ganguly 3. Motilal
27	IIM Ranchi	1. Prof. Rajeev Verma 2. Sanjeev Kumar 3. Kumari Nisha	1. Sanjeev Kumar	1. Prof. Rajeev Verma 2. Kumari Nisha
28	IIT Indore	1. Mr. Pushpa Kumar Pemma 2. Apeksha Rajpurohit 3. Preeti Sharma	1. Mr. Pushpa Kumar Pemma 2. Apeksha Rajpurohit 3. Preeti Sharma	
29	School of Planning and Architecture, Delhi	1. Krishana Prakash	1. Krishana Prakash	

Additional Attendees

Affiliation Details	Names of Attendees
Ministry of Education and NIEPA, Resource Persons	1. Mr. Devendra Kumar Sharma, Director, D/o Higher Education, MoE 2. Prof. Kumar Suresh, Deputy Director, MMTTC, NIEPA 3. Prof. Garima Malik, Assistant Professor, NIEPA 4. Ms. Akansha Yadav, Consultant MMTTP, MoE 5. Ms. Aparajita Singh, ChangeInkk Foundation

Record of Discussion of the 'Masterclass for IT Department' under the Capacity Building on Specific Learning Disabilities (CBSLDS) Cycle 4 for the 29 Higher Education Institutions (HEIs), held on 08.09.25 at 10:00 AM

An online Master Class for the IT Department was conducted on 8th September 2025, by the Department of Higher Education, Ministry of Education, along with NIEPA and the ChangeInkk Foundation. This program formed part of the Master Class phase under the ongoing Cycle 4 of the Capacity Building on Specific Learning Disabilities (CBSLDS) initiative. The objective of the program is to enhance the knowledge base and awareness of both faculty members and non-teaching staff, equipping them to create inclusive learning spaces for students with Specific Learning Disabilities (SLDs) in Higher Education Institutions (HEIs). The IT-focused session highlighted the importance of assistive technologies and the adoption of inclusive digital practices in HEIs.

2. The CBSLD program has been unfolding in a structured sequence of phases. These have so far included an Orientation Session on 07.08.2025, a Sensitisation Session on 01.09.2025, and a series of Master Classes held across different administrative departments from 02.09.2025 to 09.09.2025. Continuing under the Master Class for Each Department Phase, the session for the IT Department was attended by department heads and nominated IT representatives from participating HEIs. Around 68 participants actively took part in this interactive session. A complete participant list is enclosed in **Annexure 1**.

3. Professor Kumar Suresh (NIEPA) commenced the session by welcoming participants. He explained that the Capacity Building on Specific Learning Disabilities (CBSLD) program began in January 2024 and has already completed three cycles, each with online sessions, in-person training at NIEPA, and a monitoring phase to assess progress. Professor Suresh highlighted the importance of interactive learning and meaningful outcomes, encouraging participants to raise questions and clarifications.

4. Ms. Aparajita Singh from the ChangeInkk Foundation began her presentation by emphasising the role of technology in strengthening inclusion models on campuses. Technology, she noted, can serve as a unifying solution across classrooms, campuses, and examinations, and higher education institutions, as hubs of innovation, are uniquely placed to integrate such models. She explained that Specific Learning Disabilities (SLDs) are a form of neurodiversity, including dyslexia, dyscalculia, and dyspraxia, affecting nearly one in five people. Individuals with SLD typically have average or above-average intelligence, but as lifelong conditions, these cannot be “cured”; instead, support through accommodations and assistive technology is essential. Assistive Technology (AT) includes devices, software, or equipment that can enhance learning, communication, and daily functioning for students with SLDS. Ms. Singh underscored that assistive technology (AT) need not be complex or expensive. AT already permeates daily life,

from speech-to-text on YouTube to predictive text in emails. Importantly, AT addresses four areas: screening and identification, accommodations, improving quality of life, and access to remediation or treatment. It was emphasised that globally 2.5 billion people need assistive technology (AT), yet in low-income countries, only about 3% have access to AT.

5. Different Studies show improved learning outcomes when students with learning disabilities use AT effectively, making its integration into education critical. AT can empower students across reading, writing, watching, and listening functions. Regulatory frameworks like the Rights of Persons with Disabilities Act, NEP 2020, UGC, AICTE, and NTA guidelines all mandate the inclusion of AT in education. However, challenges persist, including awareness, availability, and incorporation of AT. It was suggested that these challenges can be addressed through conducting disability awareness sessions, ensuring early provision of AT tools aligned with student needs, integrating Universal Design for Learning (UDL) principles in curriculum planning, and promoting tech-enabled classrooms and inclusive evaluations. By focusing on inclusive design, affordability, and user-centred approaches, higher education can lead to both accessibility and innovation, empowering students with and without disabilities to thrive. Participants were also informed about the resources related to the program, which can be accessed through the Malaviya Mission Teacher Training Programme website. The access link for these resources:

<https://mmc.ugc.ac.in/LearningDisabilities/Tutorials>

6. In the later part of the session, the resource person responded to participant queries on topics such as funding opportunities for establishing Assistive Technology (AT) labs in institutions, leveraging built-in digital tools, and the role of psychometric testing. The discussion offered practical insights into strengthening institutional capacity for effectively supporting learners with Specific Learning Disabilities (SLDs).

7. The session concluded with a formal vote of thanks.

Annexure 1

List of Participants for Master Class for IT Dept. under Cycle 4 of Capacity Building on Specific Learning Disabilities (SLDs) on 08.09.25

S.No.	Name of Institute	Nominated Faculty Members	Attendees	Absentees
1	IIM Sirmaur	1. Dr. Ram Kumar Dhurkari 2. Shri Ashok Pathak 3. Shri Mohd. Rizwan	1. Dr. Ram Kumar Dhurkari 2. Shri Ashok Pathak 3. Shri Mohd. Rizwan 4. Ajay Singhal - Programme Coordinator	
2	Ghani Khan Choudhury Institute of Engineering & Technology, Malda	1. Dr. Babul Prasad Tewari	1. Dr. Babul Prasad Tewari	
3	Visvesvaraya National Institute of Technology Nagpur	1. Dr. Poonam Sharma 2. Mrs. Meenakshi Bhivgade 3. Mr. Nikhil Naukarkar	1. Dr. Poonam Sharma 2. Mrs. Meenakshi Bhivgade 3. Mr. Nikhil Naukarkar	
4	NITTTR Bhopal	1. Dr. M.A. Rizvi 2. Abhay Dube	1. Dr. M.A. Rizvi 2. Abhay Dube	
5	IISER Bhopal	1. Dr. Vaibhav Kumar 2. Mr. Vinay Bajpai 3. Mr. Sushil Kr. Singh	1. Mr. Sushil Kr. Singh 2. Sunit Kumar Singh (Additional)	1. Dr. Vaibhav Kumar 2. Mr. Vinay Bajpai
6	National Institute of Technology Hamirpur	1. Dr. Teek Parval Sharma 2. Jagdish Verma 3. Anil Kumar		1. Dr. Teek Parval Sharma 2. Jagdish Verma 3. Anil Kumar
7	IIT Nagpur	1. Dr. Shishupal Kumar 2. Dr. Mangesh Kose 3. Dr. Suvra Jyoti Choudhury	1. Dr. Shishupal Kumar 2. Dr. Suvra Jyoti Choudhury	1. Dr. Mangesh Kose
8	IIM Bodh Gaya	1. Dr. Charu Naithani	1. Dr. Charu Naithani	

		2. Mr. Shashi Shankar Arya 3. Mr. Kritwasha Rai	2. Mr. Shashi Shankar Arya 3. Mr. Kritwasha Rai	
9	IIM Vishakhapatnam	1. Prof. Bhavya P S 2. Kamal K 3. K S S Naveen Kumar	1. Prof. Bhavya P S 2. Kamal K 3. K S S Naveen Kumar	
10	Assam University	1. Dr. Ajita Tiwari 2. Dr Avinash Kumar 3. Dr Ajay Kumar Swarnkar	1. Dr. Ajita Tiwari 2. Dr Avinash Kumar 3. Dr Ajay Kumar Swarnkar	
11	IIT Ranchi	1. Dr. Roshan Singh 2. Dr. Dhananjay Bhakta 3. Dr. Dhiran Kumar Mahato	1. Dr. Roshan Singh 2. Dr. Dhiran Kumar Mahato	1. Dr. Dhananjay Bhakta
12	Tezpur University	1. Mr. M. Ramakrishna 2. Mr. Niranjana Kumar Deka 3. Mr. Dhiraj Kumar Sarmah	1. Mr. M. Ramakrishna 2. Mr. Niranjana Kumar Deka 3. Mr. Dhiraj Kumar Sarmah Additional 4. Ramakrishna Mathe	
13	IIT Raichur	1. Dr. Natesh		1. Dr. Natesh
14	IIM Tiruchirappalli	1. Venkata Raghavan	1. Venkata Raghavan	
15	The English and Foreign Languages University	1. Prof.Salivendra Jayaraju 2. Mr.Mohd.Moin 3. Mr.M. Ramakrishna Manmohan	1. Prof.Salivendra Jayaraju 2. Mr.Mohd.Moin 3. Mr.M. Ramakrishna Manmohan	
16	Dr. B.R. Ambedkar National Institute of Technology Jalandhar	1. Dr. Vijay Kumar 2. Dr. Avani Vyas 3. Dr Jaspal Kaur Saini	1. Dr. Vijay Kumar 2. Dr. Avani Vyas	1. Dr Jaspal Kaur Saini
17	Shri Lal Bahadur Shastri National Sanskrit University	1. Dr. Adesh Kumar 2. Dr. Aditya Pancholi 3. Shri. Bannwari Lal Verma	1. Dr. Adesh Kumar 2. Dr. Aditya Pancholi 3. Shri. Bannwari Lal Verma	

			4. Bhagiratha Nanda (Programme Coordinator)	
18	Central University of Karnataka	1. Prof. R.S. Hegdi 2. Dr. Guuraj Mukarambi 3. Dr. Kagale Madhuri Raghunath	1. Prof. R.S. Hegdi 2. Dr. Gururaj Mukarambi 3. Dr. Kagale Madhuri Raghunath 4. Dr. P Raja Lingam Goud (Coordinator)	
19	Hemvati Nandan Bahuguna Garhwal University	1. Prof. MMS Rauthan 2. Dr. Prem Nath 3. Prof YP Raiwani	1. Prof. MMS Rauthan 2. Prof YP Raiwani	1. Dr. Prem Nath
20	National Institute of Technology Kurukshetra	1. Prof. A.K. Singh 2. Prof. Mayank Dave 3. Dr. Anshu Parashar	1. Dr. Anshu Parashar 2. Saraswati Setia	1. Prof. A.K. Singh 2. Prof. Mayank Dave
21	IIM Raipur	1. Prof. Jitesh A 2. Priyank Mittra 3. Shakib Ahmed	1. Prof. Jitesh A 2. Priyank Mittra 3. Shakib Ahmed	
22	IIM Mumbai	1. Prof Milind Akarte 2. Prof. Debabrata Das 3. Prof. M S Mahapatra	1. Prof Milind Akarte 2. Prof. Debabrata Das 3. Prof. M S Mahapatra	
23	IIT Bhopal	1. Dr. Kamal Das 2. Dr. Gaurav Khanna	1. Dr. Kamal Das 2. Dr. Gaurav Khanna 3. Dr Sunil Kumar (Additional)	
24	Indira Gandhi National Open University	1. Dr. A Murli Rao 2. Shri Pankaj Kumar 3. Lalit Mohan Pant	1. Dr. A Murli Rao	1. Shri Pankaj Kumar 2. Lalit Mohan Pant
25	IIT Tiruchirappalli	1. Dr. Anoop Jacob Thomas 2. Dr. R. Dhanalakshmi 3. Dr. G. Devasena	1. Dr. Anoop Jacob Thomas 2. Dr. G. Devasena	1. Dr. R. Dhanalakshmi
26	IIT Senapati	1. Inunganbi Sanasam Chanu 2. Rajkumar Nareshkumar Singh	1. Inunganbi Sanasam Chanu 2. Rajkumar	

		3. kanchana katta	Nareshkumar Singh 3. Kanchana katta	
27	IIM Ranchi	1. Prof. Ambuj B. Anand 2. Balakrishnan Ramasamy 3. Ali Azad Ansari	1. Prof. Ambuj B. Anand 2. Balakrishnan Ramasamy	1. Ali Azad Ansari
28	IIT Indore	1. Mr.Genius Sanjog 2. Dhiraj Vijayvargiya 3. Chattar Singh	1. Mr.Genius Sanjog 2. Dhiraj Vijayvargiya 3. Chattar Singh 4. Jitendra Gupta (Additional)	
29	School of Planning and Architecture, Delhi	1. Karan Barpete	1. Karan Barpete	

Additional Attendees

Affiliation Details	Names of Attendees
Ministry of Education and NIEPA, Resource Persons	1. Prof. Kumar Suresh, Deputy Director, MMTTC, NIEPA 2. Mr. Dharma Rakshit Gautam, Assistant Professor, NIEPA 3. Ms. Akansha Yadav, Consultant MMTTP, MoE 4. Ms. Aparajita Singh, ChangeInkk Foundation