

**Record of Discussion of the 'Master Class for Admissions Department' under the Capacity Building on Specific Learning Disabilities (SLDs) Cycle 3 for the 26 Higher Education Institutions (HEIs), held on 15.04.2025 at 10:00 AM**

An online session, '**Master Class for Admissions Department**,' was organised by the Department of Higher Education, Ministry of Education, in collaboration with NIEPA and ChangeInkk Foundation on April 15, 2025, at 10:00 AM. This session was held under Cycle 3 of the Capacity Building on Specific Learning Disabilities (SLDS) Program, aimed at enhancing the capabilities of faculty and non-teaching staff in Higher Education Institutions (HEIs). The objective is to equip stakeholders with the knowledge and skills necessary to effectively support students with SLDs in higher education institutions and create inclusive spaces in the institutions. The resource person for the session addressed key challenges faced by admission departments in HEIs concerning students with SLDs. The session also featured valuable experience sharing, highlighting practical insights and approaches for inclusive admissions practices.

2. As part of the ongoing Capacity Building on Specific Learning Disabilities (SLDs) - Cycle 3, an Orientation Session and Sensitisation Session were conducted on April 2, 2025, and April 7, 2025, respectively. Building on these sessions, a series of department-focused sessions under 'Master Class for Each Department' is being conducted for specific departments within higher education institutions. The session held on April 15, 2025, was focused on the Admissions Department. Accordingly, participants included Heads of Department and nominated representatives from the Admissions Departments of identified institutions. An interactive session in which 72 participants from identified institutions attended. **A list of participants is attached in Annexure 1.**

3. Mr. Devendra Kumar Sharma, Director D/o of Higher Education, welcomed the participants and presented the agenda for the Master Class for the Admissions Department session.

4. Prof. Kumar Suresh from NIEPA outlined an overview of the evolution and the growing impact of the program. He provided a summary of the program and the progress made so far. Highlighting insights from previous cycles, he noted a significant increase in awareness among faculty members, many of whom initially had limited understanding of specific learning disabilities (SLDS). While some institutions have begun to respond to the needs of students with SLD, he emphasised the need for a more structured and institution-wide approach. He expressed optimism that the ongoing third cycle of the program would contribute meaningfully toward building a more inclusive academic environment.

5. The session commenced with an interactive experience-sharing segment with Ms. Radhika Ramchandran, an MBA student, during which the resource person engaged her with questions about her journey as a student with a learning disability. The discussion underscored the importance of fostering an inclusive ecosystem within Higher Education Institutions (HEIs). Key challenges were highlighted, including stigma and lack of awareness, difficulties in diagnosis, the admissions process, and common misconceptions about academic rigour. The interaction offered valuable insights and a deeper understanding of these critical dimensions.

6. Ms. Aparajita Singh, Resource Person from the ChangeInkk Foundation, delivered a comprehensive presentation on Specific Learning Disabilities (SLDS). She highlighted key concerns related to SLDs within Higher Education Institutions (HEIs) and outlined pathways for institutions to address these challenges. Her presentation offered valuable, department-specific insights, particularly for the Admissions Department, as follows:

- Conceptual understanding of different types of Specific Learning Disabilities (SLDS), namely, Dyslexia, Dyscalculia, and Dysgraphia. Among these, Dyslexia is the most prevalent, affecting approximately 1 in 5 individuals, or around 20% of the population.

- Three aspects of dyslexic struggles are academics, life skills and emotional well-being.
- Learning Disabilities can significantly affect executive functioning, often leading to challenges such as low self-esteem, memory difficulties, and slow information processing. These issues can have a profound impact on an individual's ability to succeed in both academic settings and everyday tasks.
- The difference between screening and diagnosis. Screening is an informal process typically carried out by parents or educators to identify whether a student may be at risk for a learning disability. In contrast, diagnosis is a formal assessment conducted by a qualified professional. If a psychometric evaluation indicates a disability level of 40% or more, the individual becomes eligible for a disability certificate or a Unique Disability ID (UDID), which enables access to various government support services.
- Guidelines by regulatory bodies like UGC, AICTE, and NTA promote the inclusion of students with disabilities in higher educational institutions.
- Challenges faced by students with SLDS during the admission process can be categorised into three key areas: Entrance Processes, Securing Admission, and Post-Admission Onboarding. Common issues include low awareness of available support mechanisms and demands for proof of disability despite having a valid UDID card. Furthermore, after admission, the lack of individualised onboarding support often hampers the student's ability to transition smoothly into the academic environment.
- Key Action Areas for the Admission Department to Support Students with SLDS include Streamlining Processes, Inclusive Outreach, Capacity Building, Schemes & Scholarships and Onboarding.
- For streamlining processes, appoint a nodal officer for a seamless admission cycle, accept issued UDID cards with students, appoint a mentor to provide support, mandate needs assessment, and conduct orientation sessions to introduce an inclusive system at the institute.
- For inclusive outreach - actively engage with senior secondary students with SLDS, an inclusive and accessible application format, up-to-date records of inclusive policies and mandates, post information related to provisions on social media, etc.
- For capacity building - ensure training of counselling personnel, training admission officers, and complying with legal mandates, etc.
- Ensure the implementation of scholarships and schemes by the government. for students with SLDs to encourage students with SLDs to apply to institutes.
- For the Onboarding Process - coordinate with the nodal officer to carry out onboarding post securing admission, make screening available for at-risk students already at HEIS, conduct orientation sessions and assess each student's needs.

7. During the session, testimonial videos featuring individuals with experience with Learning Disabilities, as well as prominent advocates for learning disability awareness and inclusion, were presented. These testimonials helped deepen participants' understanding of the challenges and perspective. Additionally, resources related to the program were shared and are available on the Malaviya Mission Teacher Training Programme website. These materials can be accessed through the link provided in **Annexure 2**.

8. Following the presentation, the resource persons addressed several questions raised by participants. During the session, the participants asked questions from the resource person regarding disabilities, diagnosis of learning disability, UDID cards and validity of the card, cure of the disability, etc.

9. 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 3**

S.No.	Name of Institute	Nominated Faculty Members	Attendees	Absentees
1	ABV- IIIT&M Gwalior	1. J Dhar 2. Somesh Kumar 3. V Patel	1. J Dhar 2. Somesh Kumar 3. V Patel  <b>Additional</b> 4. Pankaj Srivastava	
2	Central University of Tamil Nadu	1. Prof. Sulochana Shekhar 2. Ms Prema S 3. Mr. Satiyaraj Sa	1. Ms Prema S 2. Prof. Sulochana Shekhar 3. Mr. Satiyaraj Sa	
3	Guru Ghasidas Vishwavidyalayas	1. Prof. Amit Kumar Saxena 2. Dr. Amit Kumar Khaskalam 3. Prof. B. D. Mishra	1. Dr. Amit Kumar Khaskalam 2. Prof. B. D. Mishra 3. Prof. Amit Kumar Saxena  <b>Additional</b> 4. B S Kushvah 5. Prof. Mukesh Kumar Singh 6. Shailendra Kumar	
4	IIIT Bhagalpur	1. Dr. Suraj Kumar 2. Dr. Chandan kr. Jha	1. Dr. Suraj Kumar 2. Dr. Chandan kr. Jha  <b>Additonal</b> 3. Himadri Nayak 4. Dheeraj Kumar Sinha	
5	IIIT Kalyani	1. Santanu Chattopadhyay 2. Kaoushik K Mukherjee 3. Muruganantham Ponnusamy	1. Muruganantham Ponnusamy 2. Santanu Chattopadhyay	1. Kaoushik K Mukherjee
6	IIIT Kota	1. Dr. Pilli Emmanuel Shubhakar 2. Dr. Parikshit Kishor Singh 3. Dr. Anand Agrawal	1. Dr. Pilli Emmanuel Shubhakar 2. Dr. Parikshit Kishor Singh 3. Dr. Anand Agrawal	

7	<b>IIM Lucknow</b>	1. Prof KC Balodi 2. Mr A Murli 3. Mr Ram Baran	1. Prof KC Balodi 2. Mr A Murli 3. Mr Ram Baran	
8	<b>IIM Nagpur</b>	1. Prof. Rakesh Gupta 2. Ms. Preeti Ghasad 3. Ms. Apeksha Akhande	1. Prof. Rakesh Gupta 2. Ms. Preeti Ghasad 3. Ms. Apeksha Akhande	
9	<b>IIM Sambalpur</b>	1. Sidharth Gaurav Majhi 2. Sumedha Pati 3. Sibani Das	1. Sumedha Pati 2. Sibani Das	1. Sidharth Gaurav Majhi
10	<b>IISER Tirupati</b>	1. Mr. Kumar Himanshu Shekhar 2. Kedarnath Meduri 3. Nikhila Sri Vardhi		1. Mr. Kumar Himanshu Shekhar 2. Kedarnath Meduri 3. Nikhila Sri Vardhi
11	<b>IIT Bhilai</b>	1. Dr. Dhruv Pratap Singh 2. Shri Nihar Ranjan Barik 3. Mr. Sunil Kumar		1. Dr. Dhruv Pratap Singh 2. Shri Nihar Ranjan Barik 3. Mr. Sunil Kumar
12	<b>IIT Hyderabad</b>	1. Prof. Bharat Bhooshan Panigrahi 2. Mr. Rajnesh MP 3. Mr. V S Sastry 4. Mr. Suresh Nair	1. Mr. V S Sastry 2. Mr. Suresh Nair 3. Prof. Bharat Bhooshan Panigrahi 4. Mr. Rajnesh MP	
13	<b>IIT Mandi</b>	1. Dr. Venkatesh H Chembrolu 2. Dr. Maheshreddy Gade 3. Sh. Suresh Rohilla		1. Dr. Venkatesh H Chembrolu 2. Dr. Maheshreddy Gade 3. Sh. Suresh Rohilla
14	<b>IIT Patna</b>	1. Dr. Sushant Kumar 2. Dr. Subrata Hait		1. Dr. Sushant Kumar 2. Dr. Subrata Hait
15	<b>IIT(ISM) Dhanbad</b>	1. Prof. Mritunjay Kumar Singh 2. Prof. Kalyan Chatterjee 3. Prof. Manish Kumar Jain	1. Prof. Kalyan Chatterjee 2. Prof. Manish Kumar Jain <b>Additional</b> 3. Vipin Kumar	1. Prof. Mritunjay Kumar Singh
16	<b>IITD&amp;M Kurnool</b>	1. Dr. K. Sathya Babu 2. Dr. Pavan Venu Prakash Madduri	1. Dr. K. Sathya Babu 2. Dr. Pavan Venu Prakash Madduri	

		3. Mr. Vishnuvardan Raju	3. Mr. Vishnuvardan Raju 4. Rajesh ND (Additional)	
17	<b>National Institute of Advanced Manufacturing Technology (NIAMT) Ranchi</b>	1. Professor Niranjana Kumar Singh 2. Sumit Raj 3. Sandeep Nayak	1. Ratnakar Das (Additional)	1. Professor Niranjana Kumar Singh 2. Sumit Raj 3. Sandeep Nayak
18	<b>National Institute of Technology Arunachal Pradesh</b>	1. Dr. Abir J Mondal 2. Dr. Subhasish Banerjee 3. Dr. Kartick Mondal		1. Dr. Abir J. Mondal 2. Dr. Subhasish Banerjee 3. Dr. Kartick Mondal
19	<b>National Institute of Technology Meghalaya</b>	1. Dr. Koushik Das 2. Dr. Soumen Moulik 3. Dr. Susmita Sharma	1. Dr. Koushik Das 2. Dr. Soumen Moulik 3. Dr. Susmita Sharma	
20	<b>National Institute of Technology Mizoram</b>	1. Dr. Sukanta Roy 2. Dr. Sushanta Bordoloi 3. Dr. Nikhil Srivastava	1. Dr. Sukanta Roy 2. Dr. Sushanta Bordoloi 3. Dr. Nikhil Srivastava	
21	<b>National Institute of Technology Puducherry</b>	1. Dr G Lakshmi Sutha 2. Dr B Suresh 3. Shri Debi Prasad Pattanaik		1. Dr G Lakshmi Sutha 2. Dr B. Suresh 3. Shri Debi Prasad Pattanaik
22	<b>National Institute of Technology Rourkela</b>	1. Prof. R. C. Pradhan 2. Mr. Ashish Kumar Behera 3. Mr. Dipti Ranjan Das	1. Prof. R. C. Pradhan 2. Mr. Ashish Kumar Behera 3. Mr. Dipti Ranjan Das 4. Ushrani Subuddhi	
23	<b>National Institute of Technology Silchar</b>	1. Prof. Brinda Bhowmick 2. Prof. Lalit Chandra Saikia 3. Dr. Rupak Dutta	1. Prof. Brinda Bhowmick 2. Prof. Lalit Chandra Saikia 3. Dr. Rupak Dutta  <b>Additional</b> 4. Ranjay Hazra 5. Rajib Kahar	
24	<b>NITTTR Chandigarh</b>	1. Prof. S S Dhami 2. Mrs. Rama Chhabra 3. Dr. Himmi Gupta	1. Mrs. Rama Chhabra 2. Dr. Himmi Gupta 3. Prof. S S Dhami	

			<b>Additional</b> 4. Ashok Kumar	
25	<b>Sardar Vallabhbhai National Institute of Technology Surat</b>	1. Dr. Vimal Patel 2. Dr. Hiren Patel 3. Mr. Shubham Likhite	1. Dr. Vimal Patel 2. Dr. Hiren Patel 3. Mr. Shubham Likhite	
26	<b>School of Planning and Architecture Bhopal</b>	1. Amit Khare 2. Anand Singh	1. Amit Khare 2. Anand Singh  <b>Additional</b> 3. Aliya 4. Vivekanand singh 5. Natraj Kranthi	
	<b>Unidentified</b>		1. Priya 2. Vishnu 3. Ghanshyam Rai	

#### 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. Ms. Akansha Yadav, Consultant MMTTP, MoE 4. Ms. Aparajita Singh, ChangeInkk Foundation 5. Ms. Radhika Ramchandran, MBA Student, London Business School

Link to the Resources related to the program on the Malaviya Mission Teacher Training Programme website:

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

## **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 3 for the 26 Higher Education Institutions (HEIs), held on 17.04.25 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, Resource Partner, on 17.04.2025 from 10.00 AM. This session formed part of the ongoing Capacity Building on Specific Learning Disabilities (CBSLDS) Cycle 3, which aims to enhance the capabilities of teaching and non-teaching staff. The broader goal of the program is to enable higher educational institutions to create more inclusive spaces for students with Specific Learning Disabilities (SLDS). 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.

2. As part of the various phases under Cycle 3 of the CBSLDs program, earlier sessions such as the Orientation Session, Sensitisation Session, and a Masterclass tailored for the Admission Department were held on 2nd April, 7th April, and 15th April 2025, respectively. Continuing this sequence, specific sessions are now being rolled out under the 'Masterclass for Each Department' phase. The recent masterclass targeted staff from the Office of Academic Affairs, the Faculty, and the Examination Cell. Accordingly, each participating institution nominated the department head and two representatives from the concerned department to take part in the training. The interactive session saw the participation of over 78 faculty members from participating institutions. A participant list can be found in **Annexure 1**.

3. Prof. Kumar Suresh from NIEPA opened the session by welcoming the participants and providing a concise overview of the program. He underscored the relevance and growing need for such initiatives focusing on inclusion. The Capacity Building on Specific Learning Disabilities (CBSLD) sensitises unique academic and administrative responsibilities of departments within a Higher Education Institution (HEI). He explained that the 'Masterclass for Each Department' phase was introduced to cater to these distinct functions. This approach ensures that the training is context-specific and effectively addresses the diverse needs of various institutional departments.

4. Ms. Aparajita Singh, Resource Person from the ChangeInkk Foundation, led a discussion on Specific Learning Disabilities (SLDS), offering inclusive strategies for institutes specifically tailored to the Academic Affairs, Faculty, and Examination Cell. The session aimed to deepen faculty understanding of the challenges faced by students with SLDS and highlighted practical strategies for academic support. Key areas covered included the types of SLDS—Dyslexia, Dyscalculia, and Dysgraphia—along with associated challenges such as difficulty with memorisation, sensitivity to stimuli, and delayed processing. The process of identification and diagnosis was discussed, noting that a disability certificate or UDID is issued for cases where a 40% or higher disability is determined via psychometric testing. Challenges for students in Higher Education Institutions (HEIS) were identified across three core areas: Inaccessible curriculum, Lack of inclusive pedagogy and Assessments & Evaluations. 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. Action areas for department included adopting inclusive curricula with flexible degree options and individualized learning plans; promoting inclusive pedagogy through reasonable accommodations, recorded lectures, digital materials, extra time, and scribes; and integrating Universal Design for Learning (UDL), a framework based on



multiple means of engagement, representation, and action/expression. 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. To further enrich the session, testimonial videos featuring individuals with lived experiences and advocates for SLD awareness were shown, offering a powerful perspective on the real-life challenges faced by students with SLDS and underscoring the importance of fostering a more inclusive and supportive academic environment. Additionally, 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 provided in **Annexure 2**.

5. During the session, impactful videos were showcased featuring individuals with firsthand experiences and advocates for the inclusion of students with Specific Learning Disabilities (SLDS). These videos served to deepen participants' understanding of the multifaceted challenges faced by students with SLDS, offering personal perspectives that highlighted the importance of support and inclusive practices. Aimed at building empathy and awareness, the videos emphasised the critical need for fostering inclusive academic environments. Following the presentation, the resource person engaged with participants by addressing various queries related to the accommodations to offer, testing under diagnosis, scribes in examinations, etc.

6. Further, the next phase of the program, the 'In-Person Workshop', was outlined. This series of workshops will be organised for departments across higher education institutions (HEIS) to support department-specific matters related to students with SLDS.

7. The session ended with a vote of thanks, acknowledging the contributions of the resource persons, participants, and the Department of Higher Education for their active involvement and commitment to promoting inclusive practices for students with Specific Learning Disabilities.

\*\*\*\*

**List of Participants for Master Class for Academic Affairs / Faculty / Examination Cell under Cycle 3 of Capacity Building on Specific Learning Disabilities (SLDs) on 17.04.25**

S.No.	Name of Institute	Nominated Faculty Members	Attendees	Absentees
1	<b>ABV- IITM Gwalior</b>	1. Pankaj Srivastava 2. Vineet Surana	1. Pankaj Srivastava 2. Vineet Surana	
2	<b>Central University of Tamil Nadu</b>	1. Prof. S Nagarajan 2. Ms. Sridevi C 3. Mr. R. Srinivasa Raghavan	1. Prof. S Nagarajan 2. Ms. Sridevi C 3. Mr. R. Srinivasa Raghavan	
3	<b>Guru Ghasidas Vishwavidyalayas</b>	1. Dr. Abhideep Tiwari 2. Dr. Shailesh K. Dwivedi 3. Dr. Manish Kumar Gupta	1. Dr. Abhideep Tiwari 2. Dr. Shailesh K. Dwivedi 3. Dr. Manish Kumar Gupta	
4	<b>IIT Bhagalpur</b>	1. Dr. Himadri Nayak 2. Mr. Shailesh Kumar	1. Dr. Himadri Nayak 2. Mr. Shailesh Kumar  <b>Additional</b> 3. Dheeraj Kumar Sinha 4. Dr. Suraj	
5	<b>IIT Kalyani</b>	1. Santanu Chattopadhyay 2. Kaoushik K Mukherjee 3. Muruganantham Ponnusamy	1. Santanu Chattopadhyay 2. Kaoushik K Mukherjee 3. Muruganantham Ponnusamy	
6	<b>IIT Kota</b>	1. Dr. Pilli Emmanuel Shubhakar 2. Dr. Vinita Tiwari 3. Dr. Prashant Goyal	1. Dr. Pilli Emmanuel Shubhakar 2. Dr. Vinita Tiwari 3. Dr. Prashant Goyal	
7	<b>IIM Lucknow</b>	1. Dr Suresh Jakhar 2. Mr Ravindra Gour 3. Mr Satyam Tandon	1. Mr Ravindra Gour 2. Mr Satyam Tandon  <b>Additional</b> 3. Shivashish Tripathi	1. Dr. Suresh Jakhar
8	<b>IIM Nagpur</b>	1. Prof. Prakash Awasthy 2. Ms. Namrata Murmu 3. Mr. Binoy P	1. Prof. Prakash Awasthy 2. Ms. Namrata Murmu 3. Mr. Binoy P	
9	<b>IIM Sambalpur</b>	1. Atri Sengupta 2. Deepak Kumar Naik	1. Deepak Kumar Naik 2. Bidya Singh	1. Atri Sengupta

		3. Bidya Singh		
10	<b>IISER Tirupati</b>	1. Mr. Kumar Himanshu Shekhar 2. kedarnath Meduri 3. Nikhila Sri Vardi	1. Mr. Kumar Himanshu Shekhar 2. kedarnath Meduri 3. Nikhila Sri Vardi	
11	<b>IIT Bhilai</b>	1. Dr. Balkrishna Mehta 2. Mrs. R Neelima Gowthami 3. Mr. Pawan Kumar Mishra	1. Mrs. R Neelima Gowthami 2. Santosh ( <b>Additional</b> )	1. Dr. Balkrishna Mehta 2. Mr. Pawan Kumar Mishra
12	<b>IIT Hyderabad</b>	1. Prof. Sushmee Badhulika 2. Mr. Rajnesh MP 3. Mrs. V.Surya Phani Kumari	1. Prof. Sushmee Badhulika 2. Mr. Rajnesh MP 3. Mrs. V.Surya Phani Kumari <b>Additional</b> 4. Suresh N 5. V S Sastry	
13	<b>IIT Mandi</b>	1. Dr. Venkatesh H Chembrolu 2. Prof. Rahul Vaish 3. Dr. P Anil Kishan 4. Dr. Sunny Zafar 5. Sh. Suresh Rohilla 6. Sh. Anuj Dubey	1. Dr. Venkatesh H Chembrolu 2. Dr. Sunny Zafar 3. Sh. Anuj Dubey  <b>Additional</b> AD Course	1. Prof. Rahul Vaish 2. Dr. P Anil Kishan 3. Sh. Suresh Rohilla
14	<b>IIT Patna</b>	1. Dr. Kuldip Singh Patel		1. Dr. Kuldip Singh Patel
15	<b>IIT(ISM) Dhanbad</b>	1. Prof. Mritunjay Kumar Singh 2. Prof. Sushrut Das 3. Prof. Vipin Kumar	1. Prof. Sushrut Das 2. Prof. Vipin Kumar  <b>Additional</b> 3. Dr Putha Kishore	1. Prof. Mritunjay Kumar Singh
16	<b>IITD&amp;M Kurnool</b>	1. Dr. J. Krishnaiah 2. Dr. Pandiyarajan 3. Mr. Rajesh ND	1. Dr. J. Krishnaiah 2. Dr. Pandiyarajan 3. Mr. Rajesh ND  <b>Additional</b> Mr. Vishnuvardan Raju	
17	<b>National Institute of Advanced Manufacturing Technology (NIAMT) Ranchi</b>	1. Prof D. Roy 2. Anurup Kumar Singh 3. sandeep nayak	1. Ratnakar Das ( <b>Additional</b> )	1. Prof D. Roy 2. Anurup Kumar Singh 3. Sandeep Nayak

18	<b>National Institute of Technology Arunachal Pradesh</b>	1. Dr. Swarnendu Kumar Chakraborty 2. Dr. Saikat Kumar Jana	1. MM Singh ( <b>Additional</b> )	1. Dr. Swarnendu Kumar Chakraborty 2. Dr. Saikat Kumar Jana
19	<b>National Institute of Technology Meghalaya</b>	1. Dr. Arpita Nath 2. Mr. Binoy Das 3. Dr. Tikaram Subedi	1. Dr. Tikaram Subedi <b>Unidentified</b> 2. NIT Meghalaya Dean AA	1. Dr. Arpita Nath 2. Mr. Binoy Das
20	<b>National Institute of Technology Mizoram</b>	1. Prof. Ajmal Koya Pulikkal 2. Dr. Vijay Mandal 3. Dr. Vaibhav Malviya	1. Prof. Ajmal Koya Pulikkal 2. Dr. Vijay Mandal 3. Dr. Vaibhav Malviya <b>Additional</b> 4. Dr Sukanta Roy 5. Dr. Sushanta Bordoloi	
21	<b>National Institute of Technology Puducherry</b>	1. Dr G Lakshmi Sutha 2. Dr Seenuvasan V 3. Shri Rageshwar	1. Dr Seenuvasan V 2. Shri Rageshwar	1. Dr G Lakshmi Sutha
22	<b>National Institute of Technology Rourkela</b>	1. Prof. S. K. Panda 2. Mr. Ashish Kumar Behera 3. Mr. Dipti Ranjan Das	1. Prof. S. K. Panda 2. Mr. Ashish Kumar Behera 3. Mr. Dipti Ranjan Das 4. Usha Rani Subuddhi	
23	<b>National Institute of Technology Silchar</b>	1. Prof. Brinda Bhowmick 2. Dr. Arnab Nandi 3. Mr. Rajib Kahar	1. Prof. Brinda Bhowmick 2. Dr. Arnab Nandi 3. Mr. Rajib Kahar <b>Additional</b> Ranjay Hazra	
24	<b>NITTTR Chandigarh</b>	1. Dr. S S Dhami 2. Prof. Pankaj Sharma 3. Dr. Ashok Kumar	1. Dr. S S Dhami 2. Prof. Pankaj Sharma 3. Dr. Ashok Kumar <b>Additional</b> Prof. Sukhdeep Singh Dhami	
25	<b>Sardar Vallabhbhai National Institute of Technology Surat</b>	1. Prof. Ravi Kant 2. Dr. Ashish Dhamaniya 3. Dr. Vivek Kalyankar	1. Prof. Ravi Kant 2. Dr. Vivek Kalyankar	1. Dr. Ashish Dhamaniya
26	<b>School of Planning and Architecture Bhopal</b>	1. Natraj Kranthi 2. Aliya Ali 3. Vivekanand Singh	1. Natraj Kranthi 2. Aliya Ali	1. Vivekanand Singh

	<b>Unidentified</b>	1. Ar Admission 2. Dr Acad 3. Dr. T.D.Das 4. PKM		
--	---------------------	---	--	--

**List of Additional Attendees**

Affiliation Details	Names of Attendees
Ministry of Education and NIEPA, Resource Persons	1. Prof. Kumar Suresh, NIEPA 2. Dr Amit Gautam, NIEPA 3. Ms. Akansha Yadav, Consultant MMTTP, MoE 4. Ms. Aparajita Singh, ChangeInkk Foundation

## **Annexure 2**

Link to ‘Building Understanding for Inclusion of Learning Disabilities Tutorials’ on the Malaviya Mission Teacher Training Programme website:

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

**Record of Discussion of the 'Masterclass for IT Department' under the Capacity Building on Specific Learning Disabilities (CBSLDS) Cycle 3 for the 26 Higher Education Institutions (HEIS), held on 24.04.25 at 10:00 AM**

An online session - Master Class for IT Department was organised on 24th April 2025 by the Department of Higher Education, Ministry of Education, in collaboration with the NIEPA and ChangeInkk Foundation. The session was part of the Master Class phase under the ongoing Cycle 3 of Capacity Building on Specific Learning Disabilities (CBSLDS). The program aims to strengthen the knowledge, awareness of faculty members and non-teaching staff, enabling them to foster inclusive environments for students with Specific Learning Disabilities (SLDS) in Higher Education Institutions (HEIS). This session emphasised assistive technology's role and the integration of inclusive IT practices within HEIS.

2. The CBSLD program has been progressing systematically through various phases, which have included an Orientation Session, Sensitisation Sessions, and a series of Masterclasses tailored to different administrative departments—namely, the Admissions Department, Office of Academic Affairs, Faculty and Examination Cell, and Student Life or Campus Life Affairs. These sessions were conducted on 2nd April 2025, 07th April 2025, 15th April 2025, 17th April 2025, and 22nd April 2025, respectively. Continuing under the phase Master Class for Each Department, the session for the IT Department specifically engaged department heads and nominated representatives from the IT departments of participating institutions. Over 65 participants actively contributed to this interactive session. A detailed list of participants is provided in **Annexure 1**.

3. Professor Kumar Suresh (NIEPA) opened the session by outlining the program's background and progress. He highlighted that participants are expected not only to engage actively during the sessions but also to serve as catalysts for change within their institutions. Noting that awareness of SLDS remains limited across campuses despite some efforts, he stressed the importance of increasing awareness and fostering interdepartmental coordination to create more inclusive environments, particularly within centrally funded institutions.

4. Ms. Aparajita Singh from the ChangeInkk Foundation delivered a presentation on Specific Learning Disabilities (SLDS), designed specifically for the IT Department. It emphasised the critical role of leveraging technology in Higher Education Institutions (HEIs) to foster the inclusion of students with SLDS. The session provided an overview of different types of SLDS, such as Dyslexia, Dyscalculia, and Dysgraphia, and outlined challenges faced by students, including sensitivity to stimuli and delayed information processing. Ms. Singh highlighted how Assistive Technology (AT)—encompassing devices, software, or equipment—can enhance learning, communication, and daily functioning for students with SLDS. She emphasised the importance of integrating AT to aid in screening, support remediation, and improve quality of life. It covered the growing mainstream use of AT and discussed its role in enhancing functionality across reading, writing, viewing, and listening. Provisions from key policies such as the Rights of Persons with Disabilities Act, 2016, NEP 2020, and mandates from UGC, AICTE, and NTA that support inclusive education through technology were discussed. The three major challenges identified for HEIS: awareness, availability, and incorporation of AT. The IT Department plays a vital role by ensuring access to tools, sensitising stakeholders, and supporting faculty training. Practical recommendations included 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. AT can reduce reliance on human assistance during assessments, offering tools like speech-to-text and spell check as alternatives to traditional scribes. Presentation concluded by stressing the need for continuous training, classroom integration of AT, and making academic material accessible to truly create inclusive HEI environments. 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 is provided in **Annexure 2**.

5. During the session, testimonial videos featuring individuals with experiences related to Specific Learning Disabilities (SLDs) were presented, which offered deeper insights into the challenges faced by students and underscored the importance of providing support. A brief video guide on Assistive Technology (AT) was also presented, illustrating how AT enhances accessibility and promotes independence for individuals with disabilities. Following the presentation, the resource person addressed participant queries on identifying SLDS and strategies for encouraging students to seek assistance, offering valuable insights into effectively supporting learners with SLDS.

6. The session ended with a vote of thanks.

\*\*\*\*\*



**List of Participants for Master Class for IT Dept. under Cycle 3 of Capacity Building on Specific Learning Disabilities (SLDs) on 24.04.25**

S.No.	Name of Institute	Nominated Faculty Members	Attendees	Absentees
1	<b>ABV- IIIT&amp;M Gwalior</b>	1. Prof. Mahua Bhattacharya 2. W Godfrey	1. Prof. Mahua Bhattacharya	1. W Godfrey
2	<b>Central University of Tamil Nadu</b>	1. Prof. Chandra Mouli 2. Mr. Murasoli 3. Mr. T. P. Girishwaran	1. Prof. Chandra Mouli 2. Mr. Murasoli 3. Mr. T. P. Girishwaran	
3	<b>Guru Ghasidas Vishwavidyalayas</b>	1. Prof. Manoj Kumar 2. Dr. Vinay Kumar 3. Dr. Ankit Kumar	1. Prof. Manoj Kumar 2. Dr. Vinay Kumar 3. Dr. Ankit Kumar	
4	<b>IIIT Bhagalpur</b>	1. Dr. Dilip Kr. Choubey	1. Dr. Dilip Kr. Choubey	
5	<b>IIIT Kalyani</b>	1. Santanu Chattopadhyay 2. Kaoushik K Mukherjee 3. Muruganantham Ponnusamy	1. Santanu Chattopadhyay 2. Kaoushik K Mukherjee 3. Muruganantham Ponnusamy 4. Registrar (Add)	
6	<b>IIIT Kota</b>	1. Dr. Ajay Nehra 2. Dr. Ritam Sharma 3. Dr. Gyan Singh Yadav	1. Dr. Ajay Nehra 2. Dr. Ritam Sharma 3. Dr. Gyan Singh Yadav	
7	<b>IIM Lucknow</b>	1. Dr Prakash Attili 2. Mr Vijay Prakash Kaushalyayan 3. Mr Navneet Titoria	1. Dr Prakash Attili 2. Mr Vijay Prakash Kaushalyayan	1. Mr Navneet Titoria
8	<b>IIM Nagpur</b>	1. Prof. Sujeet Kumar Sharma 2. Ms. Bharti Dakhale 3. Mr. Raju Manapure	1. Ms. Bharti Dakhale	1. Prof. Sujeet Kumar Sharma 2. Mr. Raju Manapure
9	<b>IIM Sambalpur</b>	1. Merlin Nandy 2. Dipak Kumar Maharana 3. Chinmaya Nayak	1. Merlin Nandy 2. Dipak Kumar Maharana 3. Chinmaya Nayak  <b>Additional</b> 1. System Admin	
10	<b>IISER Tirupati</b>	1. V Srikanth 2. B Vinod Kumar 3. P. Mahendra		1. V Srikanth 2. B Vinod Kumar 3. P. Mahendra

11	<b>IIT Bhilai</b>	1. Dr. Vishwesh Jatala 2. Rudra Dutta Tiwari 3. Jagendra Nath		1. Dr. Vishwesh Jatala 2. Rudra Dutta Tiwari 3. Jagendra Nath
12	<b>IIT Hyderabad</b>	1. Prof. Sathya Peri 2. Mr. Manivel Rajendran 3. Mr. Imtiaz Ahmed	+	1. Prof. Sathya Peri 2. Mr. Manivel Rajendran
13	<b>IIT Mandi</b>	1. Dr. Padmanabhan Rajan 2. Dr. Prasanth P Jose 3. Dr. Dinesh Singh	1. Dr. Padmanabhan Rajan	1. Dr. Prasanth P Jose 2. Dr. Dinesh Singh
14	<b>IIT Patna</b>	1. Dr. Satendra Kumar	<b>(Additional)</b> 1. Insaralang Syiemlieh 2. Kumaraswamy Anakapalli 3. Meharban Lodhi 4. Rachna Khare	1. Dr. Satendra Kumar
15	<b>IIT(ISM) Dhanbad</b>	1. Prof Amit Rai Dixit 2. Prof Badam Singh Kushvah 3. Prof. Saurabh Srivastava	1. Prof Amit Rai Dixit 2. Prof Badam Singh Kushvah 3. Prof. Saurabh Srivastava <b>(Additional)</b> 4. R Soni 5. Devendramani Tripathi 6. Rakesh Soni	
16	<b>IITD&amp;M Kurnool</b>	1. Dr. Shounak Chakraborty 2. Mr. Venkant Reddy		1. Dr. Shounak Chakraborty 2. Mr. Venkant Reddy
17	<b>National Institute of Advanced Manufacturing Technology (NIAMT) Ranchi</b>	1. Dr. Madhu Kumari 2. Dr. Rahul Mishra 3. Vikash Kumar	1. Dr. Madhu Kumari 2. Dr. Rahul Mishra 3. Vikash Kumar 4. Ratnakar Das	
18	<b>National Institute of Technology Arunachal Pradesh</b>	1. Dr. Subhasish Banerjee 2. Dr. Rajat Subhra Goswami 3. Dr. Koj Sambyo		1. Dr. Subhasish Banerjee 2. Dr. Rajat Subhra Goswami 3. Dr. Koj Sambyo

19	<b>National Institute of Technology Meghalaya</b>	1. Deepak Kumar 2. Dr. Ngangbam Herojit Singh 3. Dr. Diangarti Bhalang Tariang	1. Deepak Kumar 2. Dr. Ngangbam Herojit Singh 3. Dr. Diangarti Bhalang Tariang	
20	<b>National Institute of Technology Mizoram</b>	1. Dr. Sandeep Kumar Dash 2. Dr. Ashish Singh Patel 3. Dr. Lenin Laitonjam	1. Dr. Sandeep Kumar Dash 2. Dr. Ashish Singh Patel 3. Dr. Lenin Laitonjam	
21	<b>National Institute of Technology Puducherry</b>	1. Dr Narendran R 2. Dr Ansuman Mahapatra 3. Dr Sanjay S Bankapur	1. Dr Narendran R 2. Dr. Praveen R (Add)	1. Dr Ansuman Mahapatra 2. Dr Sanjay S Bankapur
22	<b>National Institute of Technology Rourkela</b>	1. Prof. S. Bakshi 2. Mr. Manas Ranjan Pattanayak 3. Mr. Tapan Kumar Pattanaik	1. Prof. S. Bakshi 2. Mr. Manas Ranjan Pattanayak 3. Mr. Tapan Kumar Pattanaik 4. Usharani Subuddhi (Add)	
23	<b>National Institute of Technology Silchar</b>	1. Dr. Pinki Roy 2. Mr. Kumar Mithilesh 3. Dr. Ripon Patgiri	1. Mr. Kumar Mithilesh 2. Dr. Ripon Patgiri 3. Ranjay Hazra (Add)	1.Dr. Pinki Roy
24	<b>NITTTR Chandigarh</b>	1. Dr. Amit Doegar 2. Shano Solanki 3. Mala Kalra	1. Dr. Amit Doegar 2. Shano Solanki 3. Mala Kalra  <b>Additional</b> Dr. Ashok Kumar	
25	<b>Sardar Vallabhbhai National Institute of Technology Surat</b>	1. Mr. R.P. Gohil 2. Dr. Alok Kumar 3. Dr. Dilay Parmar	1. Dr. Alok Kumar 2. Dr. Dilay Parmar	1.Mr. R.P. Gohil
26	<b>School of Planning and Architecture Bhopal</b>	1. Karna Sengupta 2. Ram Singh Yadav 3. Kamlesh Chaure	1.Ram Singh Yadav 2. Sachin Yadav (Additional)	1. Karna Sengupta 2. Kamlesh Chaure
	<b>Unidentified</b>		1. Rajesh 2. Manish Namdev 3. WG 4. Chetan	

List of Additional Attendees

Affiliation Details	Names of Attendees
Ministry of Education and NIEPA, Resource Persons	<div>1. Mr. Devendra Kumar Sharma, Director, D/o Higher Education, MoE</div> <div>2. Mr. Ramesh Kumar Sharma, Under Secretary, D/o Higher Education, MoE</div> <div>3. Prof. Kumar Suresh, NIEPA</div> <div>4. Dr Amit Gautam, NIEPA</div> <div>5. Mr. Dharma Rakshit Gautam, NIEPA</div> <div>6. Ms. Vandana Sharma, Senior Consultant, MMTTP, MoE</div> <div>7. Ms. Richa Shrivastava, Consultant MMTTP, MoE</div> <div>8. Ms. Akansha Yadav, Consultant MMTTP, MoE</div> <div>9. Ms. Aparajita Singh, ChangeInkk Foundation</div>

## **Annexure 2**

Link to ‘Building Understanding for Inclusion of Learning Disabilities Tutorials’ on the Malaviya Mission Teacher Training Programme website:

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

## **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 3 for the 26 Higher Education Institutions (HEIS), held on 22.04.25 at 10:00 AM**

An online session - **Masterclass for the Office of Student Life and Campus Life Affairs** was held on April 22, 2024, from 10:00 AM onwards. This session was organised by the Department of Higher Education, Ministry of Education, in partnership with the NIEPA and ChangeInkk Foundation. It formed part of the Master Class Phase within Cycle 3 of Capacity Building on Specific Learning Disabilities (CBSLDS). The session's focus was to strengthen the understanding and skills of faculty, enabling them to foster more inclusive environments for students with specific learning disabilities (SLDS) in Higher Education Institutions (HEIS).

2. A series of sessions had already been conducted: the Orientation Session (02.04.2025), Sensitisation Session (07.04.2025), Masterclass for the Admission Department (15.04.2025) and Office of Academic Affairs, and Faculty and Examination Cell (17.04.2025). Continuing this structured rollout, targeted masterclasses are being delivered to specific departments within HEIS under the Master Class for Each Department phase. This session addressed the Office of Student Life and Campus Life Affairs. Representatives from the departments of participating institutions took part in the session, which saw active participation from over 72 attendees. The list of participants is attached in **Annexure 1**.

3. Mr. Devendra Kumar Sharma, Director, Department of Higher Education, commenced the session by emphasising that the CBSLD Program aligns with the vision of the National Education Policy (NEP) 2020, which highlights the significance of inclusive education and the ongoing professional development of faculty in Higher Education Institutions. He underlined the importance of collaborative learning and the sharing of experiences, noting that these masterclasses serve as a prelude to forthcoming in-person workshops aimed at furthering the dialogue on creating inclusive spaces in higher education. A brief overview of the program's progress was also presented.

4. Prof. Kumar Suresh, from NIEPA, reflecting on the previous cycle of the program, noted a general lack of awareness and structured support for SLD across institutions. He stressed the critical role institutes play as the first point of contact for students, and urged for better coordination among departments—academic, admissions, examinations, and student affairs—to create an inclusive and supportive ecosystem. He highlighted that addressing SLD is not just a formality, but a genuine institutional responsibility.

5. A question-and-answer-based experience-sharing segment was held with Ms. Radhika Ramchandran, an MBA student from London Business School. She spoke about her journey as a neurodiverse individual, having been diagnosed with ADHD in late adolescence and later identifying signs of dyscalculia. Her transition to university in the United Kingdom was marked by increased awareness and institutional support; she received accommodations like extra time, one-on-one sessions, and access to assistive tools. The interaction highlighted that inclusion must extend beyond classrooms into all aspects of campus life, advocating for the establishment of neurodiversity clubs and awareness initiatives. Her personal and professional experiences served as a powerful reminder of the transformative impact that understanding, accommodations, and inclusive mindsets can have on neurodiverse individuals in education and beyond.

6. Ms. Aparajita Singh, a Resource Person from the ChangeInkk Foundation, delivered a comprehensive session focused on understanding learning disabilities, the associated challenges,

and the strategies that Higher Education Institutions (HEIs) can implement to better support students with Specific Learning Disabilities (SLDs). The session helped broaden the participants' understanding of the unique difficulties faced by students with SLDs, especially during their transition into the higher education system, and emphasised the need for targeted interventions to ease this shift. The session explored various types of SLDs, including Dyslexia, Dyscalculia, and Dysgraphia, and brought attention to the specific obstacles students with these conditions encounter, such as difficulty with memorisation, heightened sensitivity to sensory stimuli, and slower information processing. To better understand the holistic impact of Learning Disabilities, a triad model encompassing academics, life skills, and emotional well-being was presented. It underscores the importance of a comprehensive support system that addresses each dimension to ensure meaningful, long-term development. It emphasised the legal and policy frameworks that advocate for inclusivity. The provisions of the Rights of Persons with Disabilities Act, 2016, along with the inclusive directives of the National Education Policy (NEP) 2020, were discussed in detail. These policies call for increased student participation and institutional accountability in creating supportive environments for students with SLDs. Furthermore, the session highlighted existing guidelines from bodies like UGC and AICTE that stress the need for accessible infrastructure and barrier-free spaces in institutes. The three major challenges faced by students with learning disabilities while transitioning to higher education institutions are inaccessible infrastructure, lack of streamlined coordination, and lack of centres of support. To address these, key action areas that departments within the institute can focus on include ensuring access to resources, providing strong on-campus support systems, and streamlining coordination.

- Access to resources: Institutions to conduct regular needs assessments to guide the timely procurement of academic and assistive resources, ensure resources beyond academic needs to support independent living, and provide digitally accessible campus handbooks.
- On Campus Support: Sensitise hostel wardens and residential staff about the needs of students with SLDs. Assigning peer buddies, conducting awareness workshops, and connecting students to available support groups and services.
- Streamlined Coordination: Establishment of a centralised support structure within the institute, including a dedicated team led by a nodal officer to oversee inclusive practices, review admissions procedures with an inclusive lens, provide counselling and academic support, and offer training in the use of assistive technologies.

In addition, Resources related to the program were introduced, which are available on the MMTTP website and can be easily accessed through the link provided in **Annexure 2**.

7. As part of the session, participants viewed testimonial videos featuring individuals with lived experience as well as advocates championing the inclusion of students with Specific Learning Disabilities (SLDs). These narratives offered a glimpse into the everyday challenges faced by neurodiverse learners, enhancing participants' empathy and awareness while underlining the critical need for inclusive practices within higher education. Following the presentation, an interactive discussion addressed several participants' questions, particularly around the processes of screening, diagnosing SLDs and the certification process. 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 concluded with a vote of thanks delivered by Dr. Amit Gautam from NIEPA.

**List of Participants for Master Class for Student Life/Campus Life Affairs under Cycle 3 of Capacity Building on Specific Learning Disabilities (SLDs) on 22.04.25**

S.No.	Name of Institute	Nominated Faculty Members	Attendees	Absentees
1	<b>ABV- IIT&amp;M Gwalior</b>	1. Vishal Vyas 2. Dr. Vinal Patel	1. Vishal Vyas 2. Dr. Vinal Patel	
2	<b>Central University of Tamil Nadu</b>	1. Prof. P. Srinivasan 2. Prof. V Renuka Devi 3. Ms. U. Suriya	1. Prof. P. Srinivasan 2. Prof. V Renuka Devi <b>Additional</b> 3. S. Nagarajan 4. Prof. Sulochana Shekhar	1. Ms. U. Suriya
3	<b>Guru Ghasidas Vishwavidyalayas</b>	1. Prof. Shailendra Kumar 2. Prof. Manorama 3. Prof. Mukesh Kumar Singh	1. Prof. Manorama	1. Prof. Shailendra Kumar 2. Prof. Mukesh Kumar Singh
4	<b>IIIT Bhagalpur</b>	1. Dr. Dheeraj Kumar Sinha 2. Dr. Prakash Ranjan	1. Dr. Dheeraj Kumar Sinha 2. Dr. Prakash Ranjan	
5	<b>IIIT Kalyani</b>	1. Santanu Chattopadhyay 2. Kaoushik K Mukherjee 3. Muruganantham Ponnusamy	1. Santanu Chattopadhyay 2. Kaoushik K Mukherjee 3. Muruganantham Ponnusamy	
6	<b>IIIT Kota</b>	1. Prof. Harlal Singh Mali 2. Dr. Anand Agrawal 3. Dr. Praveen Kumar Dadheech	1. Prof. Harlal Singh Mali 2. Dr. Anand Agrawal 3. Dr. Praveen Kumar Dadheech	
7	<b>IIM Lucknow</b>	1. Dr Priyanka Sharma 2. Mr Anand Kumar Seth 3. Mr Yogesh Kumar	1. Mr Anand Kumar Seth 2. Mr Yogesh Kumar <b>Additional</b> 3. Rakesh V 4. Shivashish Tripathi	1. Dr. Priyanka Sharma
8	<b>IIM Nagpur</b>	1. Prof. Ranjitha G P 2. Mr. SomaShekar 3. Mr. Himanshu Gahukar	<b>Additional</b> 1. Students' Affairs Executive Council 2. SAO	1. Prof. Ranjitha G P 2. Mr. SomaShekar 3. Mr. Himanshu Gahukar
9	<b>IIM Sambalpur</b>	1. Diwahar Sundar Nadar 2. Tandra Chatterjee 3. Satish Kumar	1. Diwahar Sundar Nadar 2. Tandra Chatterjee	1. Satish Kumar
10	<b>IISER Tirupati</b>	1. Dr. Vasudharani Devanathan	1. Dr. Subhash Bhaskaran	1. Dr. Vasudharani Devanathan



		2. Dr. Subhash Bhaskaran 3. Dr. Ambrish Saxena		2. Dr. Ambrish Saxena
11	<b>IIT Bhilai</b>	1. Dr. Suchetan Pal 2. Dr. Pravin P Wararkar 3. Mr. Bhumesh Kumar Thakre	1. Mr. Bhumesh Kumar Thakre 2. Santosh Biswas <b>(Add)</b>	1. Dr. Suchetan Pal 2. Dr. Pravin P Wararkar
12	<b>IIT Hyderabad</b>	1. Prof. R. Prasanth Kumar 2. Dr. Narendra Kurra 3. Dr. Muvvala Gopinath 4. Mr. Rajnesh MP 5. Mr. P. Mohan Kumar	1. Prof. R. Prasanth Kumar 2. Dr. Narendra Kurra 3. Dr. Muvvala Gopinath 4. Mr. Rajnesh MP 5. Mr. P. Mohan Kumar	
13	<b>IIT Mandi</b>	1. Dr. Tushar Jain 2. Dr. Ramna Thakur 3. Ms. Shelika	1. Dr. Tushar Jain 2. Ms. Shelika	1. Dr. Ramna Thakur
14	<b>IIT Patna</b>	1. Dr. Amit Kumar Verma 2. Dr. Pradhi Rajeev	1. PK Tiwari <b>(Additional)</b>	1. Dr. Amit Kumar Verma 2. Dr. Pradhi Rajeev
15	<b>IIT(ISM) Dhanbad</b>	1. Prof. S.K. Gupta 2. Prof.Sanjoy Mandal 3. Prof L A Kumaraswamidhas	1. Prof. S.K. Gupta 2. Prof.Sanjoy Mandal 3. Prof L A Kumaraswamidhas	
16	<b>IITD&amp;M Kurnool</b>	1. Dr. M. Naresh Babu 2. Dr. Vipindas K 3. Dr. D. Amaranatha Reddy	1. Dr. M. Naresh Babu 2. Dr. Vipindas K 3. Dr. D. Amaranatha Reddy	
17	<b>National Institute of Advanced Manufacturing Technology (NIAMT), Ranchi</b>	1. Dr. B. Mallik 2. Dr. Umesh Khandey 3. Rakesh Ranjan	1. Rakesh Ranjan 2. Ratnakar Das	1. Dr. B. Mallik 2. Dr. Umesh Khandey
18	<b>National Institute of Technology, Arunachal Pradesh</b>	1. Dr. M. M. Singh 2. Dr. Preetisudha Meher		1. Dr. M. M. Singh 2. Dr. Preetisudha Meher
19	<b>National Institute of Technology Meghalaya</b>	1. Paonam Sudeep Mangang 2. Dr. Bidyasagar Kumbhakar 3. Insaralang Syiemlieh	1. Paonam Sudeep Mangang 2. Dr. Bidyasagar Kumbhakar 3. Insaralang Syiemlieh 4. Pradeep Rathore <b>(Additional)</b>	
20	<b>National Institute of Technology Mizoram</b>	1. Prof. Konthoujam Gyanendra Singh 2. Dr. Amit Yadav 3. Dr. Pragati Singh	1. Prof. Konthoujam Gyanendra Singh 2. Dr. Pragati Singh	1. Dr. Amit Yadav

21	<b>National Institute of Technology Puducherry</b>	1. Dr N Sendhil Kumar 2. Dr V Balakumar 3. Dr V Vani	1. Dr N Sendhil Kumar 2. Dr V Balakumar 3. Dr V Vani	
22	<b>National Institute of Technology Rourkela</b>	1. Prof. S. K. Sahoo 2. Prof. S. Giri 3. Prof. Winny Routray	1. Prof. S. K. Sahoo 2. Prof. S. Giri 3. Prof. Winny Routray 4. Usharani Subuddhi (Additional)	
23	<b>National Institute of Technology Silchar</b>	1. Prof. Siddhartha Shankar Dhar 2. Dr. Debjit Bhowmik 3. Dr. Sushant Negi	1. Prof. Siddhartha Shankar Dhar 2. Dr. Debjit Bhowmik 3. Dr. Sushant Negi 4. Dr. Ranajay Hazra (Additional)	
24	<b>NITTTR Chandigarh</b>	1. Dr. S S Dhami 2. Mrs. Rama Chhabra 3. Dr. Suniti Dutt	1. Mrs. Rama Chhabra 2. Dr. Suniti Dutt 3. Ashok Kumar (Additional)	1. Dr. S S Dhami
25	<b>Sardar Vallabhbhai National Institute of Technology Surat</b>	1. Prof. Sanjay Patel 2. Dr. Shweta Shah 3. Dr. Rakesh Maurya	1. Prof. Sanjay Patel 2. Dr. Shweta Shah 3. Dr. Rakesh Maurya	
26	<b>School of Planning and Architecture Bhopal</b>	1. Anand Wadwekar 2. Maqsood Alam Ansari 3. Yogendra Joshi	1. Anand Wadwekar (Additional) 2. Aliya 3. Saurabh Popli	1. Maqsood Alam Ansari 2. Yogendra Joshi
	<b>Unidentified</b>		1. COE 2. Viraj Godage 3. Mohan Palle 4. Adhm	

#### 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. Mr. Ramesh Kumar Sharma, Under Secretary, D/o Higher Education, MoE 3. Prof. Kumar Suresh, NIEPA 4. Dr Amit Gautam, NIEPA 5. Ms. Akansha Yadav, Consultant MMTTP, MoE 6. Ms. Aparajita Singh, ChangeInkk Foundation 7. Ms. Radhika Ramchandran, MBA student, London Business School

Link to 'Building Understanding for Inclusion of Learning Disabilities Tutorials' on the Malaviya Mission Teacher Training Programme website:

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

**Record of Discussion of the 'Masterclass for Career and Placement Cell' under the Capacity Building on Specific Learning Disabilities (CBSLDS) Cycle 3 for the 26 Higher Education Institutions (HEIS), held on 29.04.25 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 3 of the Capacity Building on Specific Learning Disabilities (CBSLDS). The program envisions enhancing the capabilities of both faculty and non-teaching staff by equipping them with the awareness, knowledge and understanding to foster inclusive environments for students with Specific Learning Disabilities (SLDS) in Higher Education Institutions. This masterclass focused on practical strategies to improve career guidance and placement opportunities, with a strong emphasis on building inclusive placement ecosystems, an essential 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, including an Orientation Session, a Sensitisation Session, and a series of focused Masterclasses. These masterclass sessions—designed for key departments such as Admissions, Academic Affairs, Faculty and Examination Cell, Campus Life, and IT—were conducted on 02.04.2025, 07.04.2025, 15.04.25, 17.04.25, 22.04.25 & 24.04.25, respectively. 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 69 attendees, fostering a dynamic and insightful exchange of ideas. The participant list is provided in **Annexure 1**.

3. Prof. Kumar Suresh from NIEPA enlightened the participants on the vision and purpose of the Capacity Building Program on Specific Learning Disabilities (SLDS), noting that over 900 faculty members from various HEIS have benefited from the two cycles of the program conducted earlier. He emphasised the growing importance of SLD awareness in higher education and highlighted that, despite the RPwD Act, 2016 recognising SLD as one of the categories of disability, many institutions still struggle with identification and support mechanisms. This gap prompted the launch of the program. He underscored the critical role of faculty awareness in fostering inclusive campuses and encouraged institutions to conduct internal orientation programs on SLDS.

4. The session opened with experience sharing by Ms. Radhika Ramchandran, MBA Student at London Business School, a neurodiverse individual, who was diagnosed with ADHD in late adolescence. She spoke about her journey navigating the transition from college to the professional world, highlighting the challenges she faced during internships and in the workplace, particularly the lack of awareness and understanding of her condition. Despite these hurdles, she credited mentorship and the support of her parents and colleagues for helping her overcome these barriers and adapt successfully to her professional environment.

5. Ms. Aparajita Singh, Resource person from ChangeInkk Foundation, conducted a comprehensive session tailored to the Career and Placement Cell, focusing on how to support students with Specific Learning Disabilities (SLDs) as they transition into the workplace. She explained the different types of SLDS, like dyslexia, dyscalculia, and dysgraphia, and clarified the difference between screening and diagnosis. Screening is carried out by teachers or parents, which identifies students at risk, while diagnosis involves psychometric testing indicating a disability, a level of 40% or more, enabling the issuance of a disability certificate or UDID. It was highlighted that students with SLDS often experience anxiety, difficulties in verbal expression, and challenges with writing and memory, but also show resilience, creativity, and the ability to simplify complex concepts when supported appropriately. She identified three key areas of difficulty in the transition to work: placement opportunities, job readiness, and transition to the workplace. She also emphasised the importance of legal and policy frameworks such as the RPwD Act 2016, the NEP 2020, and mandates by UGC and AICTE, which stress the need to promote career and internship opportunities for students with SLDS. A three-pillar strategy for enabling inclusive placements: Sensitisation and Advocacy, Increasing Job Readiness, and Inclusive Hiring Processes.

- To promote sensitisation and advocacy, it is essential to build awareness among all stakeholders about inclusive hiring practices and ensure that students with SLDS are informed about relevant policies and legal provisions.
- Enhancing job readiness involves exposing students to professional settings early on, providing necessary accommodations during internships, and aligning their strengths and interests with suitable job roles
- For inclusive hiring, it is crucial to engage with recruiters to advocate for accessible hiring practices, clearly communicate the support needs of students with SLDS, offer flexibility in timelines, and develop alternative assessment methods in place of conventional standardised tests.

6. During the session, testimonial videos were showcased, featuring individuals with lived experiences of Specific Learning Disabilities (SLDS). These narratives highlighted their transition into professional environments and the strategies that supported their journeys. Following the presentation, the resource person engaged with participants in a Q&A session, addressing queries related to understanding employer expectations and exploring tools to facilitate inclusive placement processes.

7. Resources related to the program were shared and are available on the 'Malaviya Mission Teacher Training Programme' website, accessible via the link provided in **Annexure 2**.

8. The session concluded with a vote of thanks.

\*\*\*\*

## Annexure 1

### List of Participants for ‘Masterclass for Career and Placement Cell’ under Capacity Building on Specific Learning Disabilities (SLDs)- Cycle 3 on 29.04.2025

S.No.	Name of Institute	Nominated Faculty Members	Attendees	Absentees
1	<b>ABV- IIIT&amp;M Gwalior</b>	1. Prof. Anurag Srivastava 2. Dr. Rahul Kala 3. Dr. Santosh Singh Rathaur	1. Dr. Rahul Kala	1. Prof. Anurag Srivastava 2. Dr. Santosh Singh Rathaur
2	<b>Central University of Tamil Nadu</b>	1. Prof. N Rajagopal 2. Dr. Amit Kumar Bajhaiya 3. Dr. Pranjal Garg	1. Prof. N Rajagopal 2. Dr. Amit Kumar Bajhaiya 3. Dr. Pranjal Garg	
3	<b>Guru Ghasidas Vishwavidyalaya as</b>	1. Mr. Prem Nath Kamlesh 2. Dr. Sumit Kumar Gupta 3. Dr. Ajay Kumar Singh	1. Mr. Prem Nath Kamlesh 2. Dr. Sumit Kumar Gupta 3. Dr. Ajay Kumar Singh 4. Shailendra Kumar (Additional)	
4	<b>IIIT Bhagalpur</b>	1. Dr. Gaurav Kumar 2. Mr. Sourav Biswas	1.Mr. Sourav Biswas	1. Dr. Gaurav Kumar
5	<b>IIIT Kalyani</b>	1. Santanu Chattopadhyay 2. Kaoushik K Mukherjee 3. Pratik Chakraborty	1. Kaoushik K Mukherjee 2. Pratik Chakraborty 3. Muruganantham ponnusamy (Additional)	1. Santanu Chattopadhyay
6	<b>IIIT Kota</b>	1. Prof. K. K. Sharma 2. Dr. Amit Kumar Garg 3. Dr. Radhika Sharma	1. Prof. K. K. Sharma 2. Dr. Amit Kumar Garg 3. Dr. Radhika Sharma	
7	<b>IIM Lucknow</b>	1. Dr Priyanka Sharma 2. Mr Nadeem Akhtar 3. Ms Niharika Kumari	1.Mr Nadeem Akhtar 2.Ms Niharika Kumari (Additional)	1. Dr Priyanka Sharma

			3. Shivashish 4. Prof. Rakesh V	
8	<b>IIM Nagpur</b>	1. Prof. Shailendra Nigam 2. Dr. Rahul Chaturvedi 3. Ms. Sampada Salve	1. Prof. Shailendra Nigam 2. Dr. Rahul Chaturvedi 3. Ms. Sampada Salve	
9	<b>IIM Sambalpur</b>	1. Diptiranjana Mahapatra 2. Sanjay Kumar Sharma 3. Jharana Mishra	1. Sanjay Kumar Sharma 2. Jharana Mishra	1. Diptiranjana Mahapatra
10	<b>IISER Tirupati</b>	1. Bhanusree Reddy 2. Dr. Ambrish Saxena		1. Bhanusree Reddy 2. Dr. Ambrish Saxena
11	<b>IIT Bhilai</b>	1. Dr. Dhiman Saha 2. Dr. Soumajit Pramanik 3. Mr. Ratnesh Pandey	1. Dr. Dhiman Saha 2. Dr. Soumajit Pramanik 3. Mr. Ratnesh Pandey 4. Santosh (Additional)	
12	<b>IIT Hyderabad</b>	1. Prof. Mahendra Kumar Madhavan 2. Dr. Mayur Vaidya 3. Mrs. Malini K		1. Prof. Mahendra Kumar Madhavan 2. Dr. Mayur Vaidya 3. Mrs. Malini K
13	<b>IIT Mandi</b>	1. Dr. Kala Venkata Uday 2. Dr. Rahul Shrestha 3. Sh. Veomesh Rawat	1. Dr. Kala Venkata Uday 2. Dr. Rahul Shrestha 3. Sh. Veomesh Rawat	
14	<b>IIT Patna</b>	1. Dr. Nutan Kumar Tomar 2. Rishav Singh		1. Dr. Nutan Kumar Tomar 2. Rishav Singh
15	<b>IIT(ISM) Dhanbad</b>	1. Prof. Saumya Singh 2. Prof. A C S Rao 3. Prof. Sheeja Jagadevan	1. Prof. Saumya Singh 2. Prof. A C S Rao 3. Prof. Sheeja Jagadevan	
16	<b>IITD&amp;M Kurnool</b>	1. Dr. Noel Anurag Prashanth Nittala	1. Dr. Noel Anurag Prashanth Nittala	

		2. Dr. Vijayakumar Devarakonda 3. Deepak PC	2. Dr. Vijayakumar Devarakonda 3. Deepak PC  <b>Additional</b> Pavan Kumar	
17	<b>National Institute of Advanced Manufacturing Technology (NIAMT), Ranchi</b>	1. Dr. Amitesh Kumar 2. Dr. Rahul R. Kulkarni 3. Dr. L. Patnaik	1. Dr. Amitesh Kumar 2. Dr. Rahul R. Kulkarni 3. Dr. L. Patnaik 4. Ratnakar Das <b>(Additional)</b>	
18	<b>National Institute of Technology, Arunachal Pradesh</b>	1. Professor. Mihir Kumar Shome 2. Dr. Brajagopal Datta 3. Dr. Dipak Sen	1. Dr. T.D. Das <b>(Additional)</b>	1. Professor. Mihir Kumar Shome 2. Dr. Brajagopal Datta 3. Dr. Dipak Sen
19	<b>National Institute of Technology Meghalaya</b>	1. Dr. Rajat Subhra Das 2. Dr. Pradeep Rathore 3. Dr. Naba Kamal Nath	1. Dr. Rajat Subhra Das 2. Dr. Naba Kamal Nath	1. Dr. Pradeep Rathore
20	<b>National Institute of Technology Mizoram</b>	1. Dr. Sukanta Roy 2. Dr. Suman Majumder 3. Dr. Rajkumar Shufen	1. Dr. Sukanta Roy 2. Dr. Suman Majumder 3. Dr. Rajkumar Shufen	
21	<b>National Institute of Technology Puducherry</b>	1. Dr Madappa Vigneasuva Raja S 2. Dr A Hemachander 3. Ms Anoosha J	1. Dr A Hemachander 2. Ms Anoosha J	1. Dr Madappa Vigneasuva Raja S
22	<b>National Institute of Technology Rourkela</b>	1. Prof. Bibhuti Bhusan Nayak 2. Prof. Lakshi Prosad Roy 3. Prof. K. K. Mehta	1. Prof. Bibhuti Bhusan Nayak 2. Prof. Lakshi Prosad Roy 3. Prof. K. K. Mehta	
23	<b>National Institute of Technology</b>	1. Prof. Abdul Karim Barbhuiya 2. Dr. Prabina	1. Prof. Abdul Karim Barbhuiya 2. Dr. Prabina	1. Dr. Subhrajit Dutta



	<b>Silchar</b>	Pattanayak 3. Dr. Subhrajit Dutta	Pattanayak 3. Ranjay Hazra <b>(Additional)</b>	
24	<b>NITTTR Chandigarh</b>	1. Prof. Niraj Bala 2. Dr. P S Rao 3. H V Samalia	1. Prof. Niraj Bala 2. Dr. P S Rao 3. H V Samalia 4. Dr. harsh <b>(Additional)</b>	
25	<b>Sardar Vallabhbhai National Institute of Technology Surat</b>	1. Prof. H.B. Mehta 2. Dr. Vidurya Jain 3. Dr. Rohan Rahul Pande	1. Prof. H.B. Mehta 2. Dr. Rohan Rahul Pande 3. Dr. Vidurya Jain 4. Prof. Usharani Subuddh <b>(Additional)</b>	
26	<b>School of Planning and Architecture Bhopal</b>	1. Sanjeev Singh 2. Nayana Singh 3. Abhinav Srivastava	1. Abhinav Srivastava 2. Aliya <b>(Additional)</b>	1. Sanjeev Singh 2. Nayana Singh
	<b>Unidentified</b>		1. Mukesh kumar Singh 2. Chandrashekhar Singh 3. Vaidurya Jain	

#### Additional Attendees

<b>Affiliation Details</b>	<b>Name of Attendees</b>
Ministry and NIEPA Officials, Resource Persons	1. Prof. Kumar Suresh, NIEPA 2. Dr. Shivakumar Kandekar, NIEPA 3. Ms. Akansha Yadav, Consultant, Consultant, MOE 4. Ms. Aparajita Singh, ChangeInkk Foundation 5. Radhika, MBA Student, London Business School

## **Annexure 2**

Link to resources related to the program on the Malaviya Mission Teacher Training Programme website:

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