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The First2 Network is working to generate compelling, actionable information on how participating institutions in WV and KY can improve the success of STEM college students. To do this, the network funds institutional teams to test and share high-impact practices that improve the graduation rate for undergraduate STEM students, with a focus on rural, first-generation, and low-income students. First2 Student Directors, contracted through High Rocks Educational Corporation and supervised by faculty or staff at First2 member institutions, support campus change initiatives and community-building efforts by working with institutional teams and the broader network to drive meaningful, student-led improvements in the STEM experience. They 1) create roadmaps defining their goals, responsibilities, and team contributions, 2) attend regular supervision meetings, 3) attend at least one in-person network-wide leadership event a year, 4) attend and contribute to institutional team meetings, 5) collaboratively define how student voice will be integrated into team work, 6) plan and implement at least one change idea per year 7) present a poster at the network conference, 8) participate in change idea coaching, 9) complete a transferable skills certification course, and 10) attend five STEM outreach or learning events per semester. In response to surveys administered at the end of each semester of service, a majority of students report an increase in leadership skills (leading a group, task management, communication) after participating in the above activities. The work reported here was funded by the U.S. National Science Foundation under Award Numbers HRD-1834586, HRD-1834595, HRD-1834601, HRD-1834575, and HRD-1834569.