## SOME CONVEXITY THEOREMS FOR MATRICES by P. A. FILLMORE and J. P. WILLIAMS (Received 8 October, 1969)

Introduction. The numerical range of a bounded linear operator A on a complex Hilbert space H is the set  $W(A) = \{(Af, f) : ||f|| = 1\}$ . Because it is convex and its closure contains the spectrum of A, the numerical range is often a useful tool in operator theory. However, even when H is two-dimensional, the numerical range of an operator can be large relative to its spectrum, so that knowledge of W(A) generally permits only crude information about A. P. R. Halmos [2] has suggested a refinement of the notion of numerical range by introducing the k-numerical ranges

$$W_k(A) = \left\{ \frac{1}{k} \operatorname{tr}(PA) \colon P = \operatorname{projection} \text{ of rank } k \right\}$$

for k = 1, 2, 3, ... It is clear that  $W_1(A) = W(A)$ . C. A. Berger [2] has shown that  $W_k(A)$  is convex.

In Section 1 of this paper we obtain a few additional results about k-numerical ranges, including a description of  $W_k(A)$  for normal matrices A. In Section 2 we introduce another generalized numerical range  $\mathcal{W}(A)$ , which by definition consists of the diagonals of all matrices that are unitarily equivalent to A. A theorem of Horn [3] shows that  $\mathcal{W}(A)$  is convex if A is a Hermitian matrix; this can fail for normal matrices of order  $\geq 3$  [5, 7]. By computing the convex hull of  $\mathcal{W}(A)$  for normal matrices A, we obtain a generalization of a result of F. John [4]. Finally, in Section 3 we exploit the connection between  $\mathcal{W}(A)$  and k-numerical ranges to obtain a simple proof of Horn's result.

1. k-numerical ranges. Throughout the paper H is a complex Hilbert space of dimension  $n < \infty$ , and A is a linear operator on H. We begin by listing some elementary properties of  $W_k(A)$ .

THEOREM 1.1. For any operator A on H,

(i)  $W_k(A)$  is convex and compact.

(ii)  $(n-k)W_{n-k}(A) = tr(A) - kW_k(A)$  (k = 1, 2, ..., n-1).

(iii)  $W_k(U^{-1}AU) = W_k(A)$  if U is unitary.

(iv)  $W_n(A) = (1/n) \operatorname{tr}(A), W_1(A) = W(A).$ 

(v)  $W_k(A)$  contains each normalized sum

$$\frac{1}{k}(\lambda_{i_1}+\lambda_{i_2}+\ldots+\lambda_{i_k})$$

of eigenvalues of A.

(vi) 
$$W_{k+1}(A) \subset W_k(A)$$
  $(k = 1, 2, ..., n-1)$ .

*Proof.* As mentioned in the Introduction, the convexity of  $W_k(A)$  was proved by Berger. The rest of (i) follows from the continuity of the trace and the compactness of the set of rank k projections. Statements (ii), (iii), and (iv) are clear from the definition. Assertion (v) is an immediate consequence of (iii) and the fact that A is unitarily equivalent to a matrix in triangular form. The inclusion in (vi) will follow from Theorem (1.2) and the fact that if  $0 \le X \le I$  and tr(X) = k+1, then

$$\frac{1}{k+1}\operatorname{tr}(XA) = \frac{1}{k}\operatorname{tr}(YA),$$

where

$$Y = \frac{k}{k+1}X.$$

Note that if k = 1, then (v) reduces to the familiar fact that the numerical range contains the spectrum.

THEOREM 1.2.

$$W_k(A) = \left\{ \frac{1}{k} \operatorname{tr} (XA) : 0 \leq X \leq I, \operatorname{tr} (X) = k \right\}.$$

In order to prove Theorem 1.2 we need two lemmas.

LEMMA 1.3. Let  $P_k$  be the set of n-tuples  $\langle p_1, p_2, \dots, p_n \rangle$  satisfying  $0 \leq p_i \leq 1$ ,  $\sum_i p_i = k$ . Then  $P_k$  is compact and convex, and the set  $\text{Ext}(P_k)$  of extreme points of  $P_k$  consists of all vectors with k coordinates equal to 1 and the rest equal to 0.

*Proof.* If  $p = \langle p_1, p_2, \dots, p_n \rangle$  belongs to  $P_k$  and if  $0 < p_1 < 1$ ,  $0 < p_i < 1$  for some  $i \neq 1$ , because k is an integer. If  $\varepsilon = \min \{p_1, p_i, 1-p_1, 1-p_i\}$ , then  $p = \frac{1}{2}(p'+p'')$ , where

$$p' = \langle p_1 - \varepsilon, p_2, \dots, p_i + \varepsilon, \dots, p_n \rangle,$$
$$p'' = \langle p_1 + \varepsilon, p_2, \dots, p_i - \varepsilon, \dots, p_n \rangle.$$

Since p', p'' belong to  $P_k$ , it follows that p is not an extreme point of  $P_k$ . The same argument clearly works for the other coordinates of p. Hence if p is an extreme point, then each  $p_i$  is either 0 or 1. Thus exactly k coordinates of p equal 1 and the others are 0. Conversely, it is clear that each such vector is an extreme point of  $P_k$ .

LEMMA 1.4. The convex hull of the set of Hermitian projections of rank k consists of those operators X satisfying  $0 \le X \le I$ , tr(X) = k.

*Proof.* Suppose  $0 \le X \le I$  and  $\operatorname{tr}(X) = k$ . By the spectral theorem we can write  $X = \sum_{i=1}^{n} \lambda_i E_i$ , where the  $E_i$  are mutually orthogonal projections of rank 1, and the  $\lambda_i$  are the eigenvalues of X. Then  $0 \le \lambda_i \le 1$  and  $\sum_{i=1}^{n} \lambda_i = k$ , and Lemma 1.3 implies that X is a convex combination of projections of rank k.

The converse follows from the obvious fact that the set of operators X satisfying  $O \leq X \leq I$  and tr(X) = k is convex and contains the projections of rank k.

There is another way of expressing Lemma 1.4 which seems of independent interest. Let  $\mathscr{C}_k$  be the positive cone generated by the projections of rank k, i.e.,  $\mathscr{C}_k$  is the smallest set that contains all such projections and is closed with respect to addition and multiplication by non-negative scalars.

Corollary.  $\mathscr{C}_{k} = \{X \ge 0 : \operatorname{tr}(X) \ge k \| X \|\}.$ 

*Proof of Theorem* 1.2. If  $O \leq X \leq I$  and tr(X) = k, then by Lemma 1.4  $X = \sum_{i} a_i F_i$  is a convex combination of projections of rank k. Hence

$$\frac{1}{k}\operatorname{tr}(XA) = \frac{1}{k}\sum_{i}a_{i}\operatorname{tr}(F_{i}A)$$

is a convex combination of the points  $(1/k) \operatorname{tr} (F_i A) \in W_k(A)$ . Using Berger's result that  $W_k(A)$  is convex, we find that  $(1/k) \operatorname{tr} (XA) \in W_k(A)$ . This proves one of the inclusions asserted in Theorem 1.2. The other is trivial.

THEOREM 1.5. If A is a normal operator on H, then

Ext 
$$W_k(A) \subset \left\{\frac{1}{k}(\lambda_{i_1}+\lambda_{i_2}+\ldots+\lambda_{i_k})\right\},\$$

the set of normalized k-fold sums of eigenvalues of A.

*Proof.* By the spectral theorem, we can suppose that  $A = \sum_{i=1}^{n} \lambda_i E_i$ , where the  $E_i$  are mutually orthogonal projections of rank 1.

Suppose that  $\lambda = (1/k) \operatorname{tr} (PA)$  belongs to  $W_k(A)$ . Then

$$\lambda = \frac{1}{k} \operatorname{tr} \left( P(\sum_{i} \lambda_{i} E_{i}) \right) = \frac{1}{k} \sum_{i} \lambda_{i} \operatorname{tr} \left( P E_{i} \right).$$

Since  $\operatorname{tr}(PE_i) = \operatorname{tr}(P^2E_i) = \operatorname{tr}(PE_iP) \ge 0$ , the *n*-tuple with coordinates  $\operatorname{tr}(PE_i)$  belongs to  $P_k$ . By Lemma 1.3 there are numbers  $a_i$ ,  $x_{ij}$  such that

$$0 \leq a_i \leq 1$$
,  $\sum a_i = 1$ ,  $\operatorname{tr}(PE_j) = \sum_i a_i x_{ij}$ ,

where, for each *i*, exactly *k* of the  $x_{ii}$  are 1 and the others are 0.

Hence

$$\lambda = \frac{1}{k} \sum_{j} \lambda_{j} \operatorname{tr} (PE_{j}) = \frac{1}{k} \sum_{j} \lambda_{j} (\sum_{i} a_{i} x_{ij}) = \sum_{i} a_{i} \left( \frac{1}{k} \sum_{j} x_{ij} \lambda_{j} \right).$$

Now  $(1/k)\sum_{j} x_{ij}\lambda_j$  is, for each *i*, a normalized *k*-fold sum of eigenvalues of *A*. Thus each  $\lambda \in W_k(A)$  is a convex combination of normalized *k*-fold sums of eigenvalues. Since these sums are in  $W_k(A)$ , the proof is complete.

**REMARK.** Theorem 1.5 includes the known fact that the extreme points of the numerical range of a normal operator are eigenvalues. This is also true if H is infinite-dimensional [6].

2. Diagonals of matrices. Our interest in k-numerical ranges arose from their connection with an unsolved problem in matrix theory. Given n complex numbers  $\lambda_1, \lambda_2, \ldots, \lambda_n$ , the problem asks for necessary and sufficient conditions on  $\mu_1, \mu_2, \ldots, \mu_n$  in order that there exist a normal matrix with eigenvalues  $\lambda_1, \lambda_2, \ldots, \lambda_n$  and main diagonal  $\langle \mu_1, \mu_2, \ldots, \mu_n \rangle$ . Equivalently, if A is a given normal matrix, to determine which n-tuples  $\langle \mu_1, \mu_2, \ldots, \mu_n \rangle$  can serve as the diagonal of some matrix unitarily equivalent to A. Or again, to characterize the n-dimensional numerical range  $\mathcal{W}(A)$  consisting of n-tuples of the form  $\langle (Af_1, f_1), (Af_2, f_2), \ldots, (Af_n, f_n) \rangle$ , where the  $f_i$  form an orthonormal basis of H. In the case in which A is Hermitian the problem was solved by Horn [3].

THEOREM 2.1.  $\mathcal{W}(A)$  is arcwise connected for any matrix A.

**Proof.** If  $e_1, e_2, \ldots, e_n$  is a fixed orthonormal basis of H, then any point in  $\mathcal{W}(A)$  has the form

$$\langle (U^{-1}AUe_1, e_1), (U^{-1}AUe_2, e_2), \dots, (U^{-1}AUe_n, e_n) \rangle,$$

where U is a unitary operator on H. The theorem is therefore an immediate consequence of the well known fact that the group of unitary matrices is arcwise connected.

If  $\lambda = \langle \lambda_1, \lambda_2, ..., \lambda_n \rangle$  is a complex *n*-tuple and  $\pi$  is a permutation of the numbers 1, 2, ..., *n*, let  $\lambda_{\pi}$  be the *n*-tuple  $\langle \lambda_{\pi(1)}, \lambda_{\pi(2)}, ..., \lambda_{\pi(n)} \rangle$ , and let  $\mathscr{H}(\lambda)$  denote the convex hull of the vectors  $\lambda_{\pi}$ .

THEOREM 2.2. If A is normal with eigenvalues  $\lambda_1, \lambda_2, \ldots, \lambda_n$ , then  $\mathcal{H}(\lambda) = \mathcal{CW}(A)$  (the convex hull of  $\mathcal{W}(A)$ ).

*Proof.* Clearly each  $\lambda_{\pi}$  belongs to  $\mathcal{W}(A)$  and therefore  $\mathcal{H}(\lambda) \subset \mathcal{CW}(A)$ . To complete the proof, it is enough to show that  $\mathcal{W}(A) \subset \mathcal{H}(\lambda)$ .

If  $\mu \in \mathcal{W}(A)$ , then there is an orthonormal basis  $f_1, f_2, \ldots, f_n$  such that  $\mu_i = (Af_i, f_i)$  for  $i = 1, 2, \ldots, n$ . If  $e_1, e_2, \ldots, e_n$  are the eigenvectors of A corresponding to  $\lambda_1, \lambda_2, \ldots, \lambda_n$ , then a computation shows that  $\mu = P\lambda$ , where  $P_{ij} = |(f_i, e_j)|^2$ . Since P is clearly doubly stochastic,<sup>†</sup> it follows from a theorem of Birkhoff [3] that  $\mu$  belongs to  $\mathcal{H}(\lambda)$ .

REMARK. Let [5] gives an example of a  $3 \times 3$  unitary matrix A with the property that  $\mathscr{W}(A)$  is a proper subset of  $\mathscr{H}(\lambda)$ . Theorem 2.2 therefore implies that in general  $\mathscr{W}(A)$  need not be convex.

THEOREM 2.3. Let A be a normal matrix with eigenvalues  $\lambda_1, \lambda_2, \ldots, \lambda_n$ , and for  $\mu \in \mathbb{C}^n$  let  $C(\mu)$  denote the convex hull of the set of normal matrices with spectrum the set of coordinates of  $\mu$ . Then

$$\{\operatorname{tr}(AB^*): B \in C(\mu)\} = (\mathscr{H}(\lambda), \mu).$$

 $\uparrow$  A matrix with non-negative entries is doubly stochastic if the sum of the entries in each row and column is 1.

*Proof.* Let  $[\mu]$  be the diagonal matrix whose main diagonal is  $\mu$ . Then  $(\text{diag}(T), \mu) = \text{tr}(T[\mu]^*)$  for any matrix T. Hence by Theorem 2.2,

$$(\mathscr{H}(\lambda), \mu) = \mathscr{C}(\mathscr{W}(A), \mu) = \mathscr{C}\{(\operatorname{diag}(U^{-1}AU), \mu) : U \text{ unitary}\}$$
$$= \mathscr{C}\{\operatorname{tr}(U^{-1}AU[\mu]^*) : U \text{ unitary}\}$$
$$= \mathscr{C}\{\operatorname{tr}(A(U[\mu]U^{-1})^*) : U \text{ unitary}\}$$
$$= \{\operatorname{tr}(AB^*) : B \in C(\mu)\}.$$

COROLLARY 1 (F. John [4]). For any subset  $\sigma$  of  $\mathbb{R}^n$ , let  $C(\sigma)$  be the set of all Hermitian matrices A with  $\mathcal{H}(\lambda) \subset \sigma$ . If  $\sigma$  is compact and convex, so is  $C(\sigma)$ .

**Proof.** If  $\sigma$  is the half-space  $\{\xi \in \mathbb{R}^n : (\xi, \mu) \ge r\}$ , then by Theorem 2.3 a Hermitian matrix A belongs to  $C(\sigma)$  if and only if  $\operatorname{tr}(AB^*) \ge r$  for all matrices B that are unitarily equivalent to  $[\mu]$ . From this description it is clear that  $C(\sigma)$  is closed and convex. If  $\sigma$  is compact and convex, it is an intersection of closed half-spaces, and  $C(\sigma)$  is therefore an intersection of closed sets. Thus  $C(\sigma)$  is closed and convex; because it is bounded it is compact.

Theorem 2.3 yields another proof of Theorem 1.5:

COROLLARY 2. If A is normal with eigenvalues  $\lambda_1, \lambda_2, \ldots, \lambda_n$ , then

$$W_k(A) = \mathscr{C}\left\{\frac{1}{k}(\lambda_{i_1}+\lambda_{i_2}+\ldots+\lambda_{i_k})\right\} \qquad (k=1,\,2,\,\ldots,\,n).$$

**Proof.**  $kW_k(A) = \mathscr{C}\{\operatorname{tr}(AP): P \text{ projection of rank } k\}$ 

$$= \{ \operatorname{tr} (AB^*) : B \in C(\mu_k) \}$$
$$= (\mathcal{H}(\lambda), \mu_k)$$
$$= \mathscr{C} \{ (\lambda_{\pi}, \mu_k) : \pi \text{ permutation} \},$$

where  $\mu_k$  is the vector with the first k entries equal to 1 and the rest equal to 0.

The next theorem indicates a connection between k-numerical ranges and diagonals, and includes several results of [1].

THEOREM 2.4. If A is a matrix, then  $\lambda \in W_k(A)$  if and only if  $\mathcal{W}(A)$  contains a vector with at least k coordinates equal to  $\lambda$ .

*Proof.* Without loss of generality we may suppose that  $\lambda = 0$ . If P is a projection, let  $C_P(A) = PA|_{P(H)}$  be the compression of A to the range of P. A simple computation shows that  $\operatorname{tr}(PA) = \operatorname{tr}(C_p(A))$ .

Now if  $0 \in W_k(A)$ , then there is a projection P of rank k such that tr(PA) = 0. The operator  $C_p(A)$  then has trace 0 and hence, using a result from [1], we can choose an orthonormal basis  $f_1, \ldots, f_k$  of P(H) such that  $(Af_i, f_i) = (C_p(A)f_i, f_i) = 0$  for  $i = 1, 2, \ldots, k$ . If  $f_{k+1}, \ldots, f_n$  form an orthonormal basis of  $P(H)^{\perp}$ , then the matrix of A relative to the basis  $f_1, f_2, \ldots, f_n$  has at least k zeros on the main diagonal.

3. Diagonals of Hermitian matrices. For the remainder of the paper A will denote an  $n \times n$  Hermitian matrix  $(n \ge 3)$  with eigenvalues  $\lambda_1 \le \lambda_2 \le \ldots \le \lambda_n$  and corresponding unit eigenvectors  $e_1, e_2, \ldots, e_n$ .

LEMMA 3.1. If  $\mu \in W(A)$ , there is a unit vector f such that  $(Af, f) = \mu$  and

$$kW_k(A_1) = kW_k(A) \cap ((k+1)W_{k+1}(A) - \mu),$$

where  $A_1$  is the compression of A to the orthogonal complement of f, and k = 1, 2, ..., n-1.

**Proof.** Choose the largest integer *i* such that  $\mu \in [\lambda_i, \lambda_{i+1}]$ . Since A is Hermitian there is a unit vector f in the span of  $e_i$  and  $e_{i+1}$  with  $(Af, f) = \mu$ . Define

$$\alpha_{k} = \max\left\{\sum_{j=1}^{k} \lambda_{j}, \sum_{j=1}^{k+1} \lambda_{j} - \mu\right\},\$$
$$\beta_{k} = \min\left\{\sum_{j=n-k+1}^{n} \lambda_{j}, \sum_{j=n-k}^{n} \lambda_{j} - \mu\right\}.$$

It will be shown that each side of the above equation is  $[\alpha_k, \beta_k]$ .

A real number x belongs to the interval  $[\alpha_k, \beta_k]$  if and only if

$$\sum_{1}^{k} \lambda_{j} \leq x \leq \sum_{n-k+1}^{n} \lambda_{j},$$
$$\sum_{1}^{k+1} \lambda_{j} \leq x + \mu \leq \sum_{n-k}^{n} \lambda_{j}.$$

Theorem 1.5 shows that these conditions are respectively equivalent to

$$x \in kW_k(A), x + \mu \in (k+1)W_{k+1}(A)$$

This proves that

$$[\alpha_k, \beta_k] = k W_k(A) \cap ((k+1) W_{k+1}(A) - \mu).$$

Now  $kW_k(A_1)$  is the set of all sums  $\sum_{j=1}^k (Ag_j, g_j)$  where  $g_1, g_2, \ldots, g_k$  are orthonormal vectors in  $\{f\}^1$ . Hence clearly  $kW_k(A_1) \subset kW_k(A)$ . It is also clear that  $\sum_{j=1}^k (Ag_j, g_j) + (Af, f)$  belongs to  $(k+1)W_{k+1}(A)$ . Therefore

$$kW_k(A_1) \subset kW_k(A) \cap ((k+1)W_{k+1}(A) - \mu).$$

To prove the reverse inclusion, it suffices to prove that the numbers  $\alpha_k$  and  $\beta_k$  belong to  $kW_k(A_1)$ . Note first that  $\alpha_k$  is  $\sum_{j=1}^k \lambda_j$  or  $\sum_{j=1}^{k+1} \lambda_j - \mu$  according as  $\lambda_{k+1} \leq \mu$  or  $\lambda_{k+1} > \mu$ . If  $\lambda_{k+1} \leq \mu$  then f is orthogonal to  $e_1, \ldots, e_k$ , and so  $\alpha_k = \sum_{j=1}^k \lambda_j \in kW_k(A_1)$ . If  $\lambda_{k+1} > \mu$  then f is in the span of  $e_1, \ldots, e_{k+1}$ ; let Q be the projection on this span and P the projection on the orthogonal complement of f in this span. Then  $\operatorname{tr}(QA) = \operatorname{tr}(PA) + \mu$  and  $\operatorname{tr}(QA) = \sum_{j=1}^{k+1} \lambda_j$ , so

that

$$\operatorname{tr}(PA_1) = \operatorname{tr}(PA) = \sum_{j=1}^{k+1} \lambda_j - \mu = \alpha_k$$

and  $\alpha_k \in kW_k(A_1)$ . The proof is completed by arguing similarly for  $\beta_k$ .

The last part of this proof can be based on the fact, proved in [7], that the spectrum of  $A_1$  consists of  $\lambda_i + \lambda_{i+1} - \mu$  and the points  $\lambda_i$  with  $j \neq i$ , i+1.

It is now easy to obtain Horn's characterization of  $\mathscr{W}(A)$ .

THEOREM 3.2. Let A be an  $n \times n$  Hermitian matrix with eigenvalues  $\lambda = \langle \lambda_1, \lambda_2, ..., \lambda_n \rangle$ , and let  $\mu = \langle \mu_1, \mu_2, ..., \mu_n \rangle$ . The following are equivalent.

- (i)  $\mu \in \mathscr{H}(\lambda)$ .
- (ii)  $\mu \in \mathscr{W}(A)$ .
- (iii)  $\mu_{i_1} + \mu_{i_2} + \ldots + \mu_{i_k} \in kW_k(A)$

for each choice of subscripts and k = 1, 2, ..., n.

*Proof.* The equivalence of (i) and (ii) is an immediate consequence of Birkhoff's theorem (see [3]). Moreover, it is obvious that (ii) implies (iii). We show that (iii) implies (ii).

Choose a unit vector  $f_1$  such that  $(Af_1, f_1) = \mu_1$  as in Lemma 3.1, and let  $A_1$  be the compression of A to the orthogonal complement of  $f_1$ . If  $j \ge 2$ , then  $\mu_1 + \mu_j \in 2W_2(A)$ ; hence  $\mu_j \in W(A_1)$  by Lemma 3.1. Also, if  $j \ne k$  and  $j, k \ge 2$ , then

$$\mu_i + \mu_k \in (3W_3(A) - \mu_1) \cap 2W_2(A) = 2W_2(A_1).$$

The argument can now be repeated with  $A_1$  replacing A. This gives a unit vector  $f_2$  in  $\{f_1\}^{\perp}$  such that  $(Af_2, f_2) = (A_1f_2, f_2) = \mu_2$ . Also, if  $A_2$  is the compression of  $A_1$  to  $\{f_1\}^{\perp} \cap \{f_2\}^{\perp}$ , then as before

$$\mu_j \in W(A_2),$$
$$\mu_j + \mu_k \in 2W_2(A_2),$$

for  $j, k \ge 3$  and  $j \ne k$ .

The proof is completed by n-1 repetitions of the same argument.

REMARK. We observed earlier that in general  $\mathscr{W}(A) \neq \mathscr{H}(\lambda)$  for normal matrices. The reason for this is that Lemma 3.1 fails. For example, let A be the  $3 \times 3$  diagonal matrix with non-collinear eigenvalues  $\lambda_1, \lambda_2, \lambda_3$ , and let  $\mu = \frac{2}{3}\lambda_1 + \frac{1}{3}\lambda_2$ . Let f be any unit vector such that  $(Af, f) = \mu$ , and let  $A_1$  be the compression of A to  $\{f\}^{\perp}$ . If  $z = \frac{1}{3}\lambda_2 + \frac{2}{3}\lambda_3$ , then z belongs to  $W_1(A) \cap (2W_2(A) - \mu)$ . However, it is easy to see that  $W(A_1)$  is the line segment  $[\frac{1}{3}\lambda_1 + \frac{2}{3}\lambda_2, \lambda_3]$  (see [7] for example) and this does not contain z.

## REFERENCES

1. P. A. Fillmore, On similarity and the diagonal of a matrix, Amer. Math. Monthly 76 (1969), 167-169.

2. P. R. Halmos, A Hilbert Space Problem Book (Princeton, 1967).

116

3. Alfred Horn, Doubly stochastic matrices and the diagonal of a rotation matrix, Amer. J. Math. 76 (1954), 620-630.

4. F. John, On symmetric matrices whose eigenvalues satisfy linear inequalities, Proc. Amer. Math. Soc. 17 (1966), 1140-1146.

5. L. E. Lerer, On the diagonal elements of normal matrices (Russian), Mat. Issled. 2 (1967), 156-163.

6. C. R. MacCluer, On extreme points of the numerical range of normal operators, *Proc. Amer. Math. Soc.* 16 (1965), 1183–1184.

7. J. P. Williams, On compressions of matrices, J. London Math. Soc. 3 (1971), 526-530.

Indiana University Bloomington Indiana U.S.A.