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Spectral functions are functions of the form $\psi := H \circ \Lambda$, where $H : \mathbb{C}^n \rightarrow \mathbb{R}$ is permutation invariant and $\Lambda : \mathbb{C}^{n \times n} \rightarrow \mathbb{C}^n$ takes a matrix to its vector of eigenvalues. If H returns the maximum of the real parts of its argument we recover spectral abscissa. If H returns the maximum modulus of its arguments we recover the spectral radius. Spectral functions can be viewed through polynomial root functions. Let $\Phi : \mathbb{C}^{n \times n} \rightarrow \mathcal{P}^n$ take a matrix to its characteristic polynomial, where \mathcal{P}^n denotes degree n polynomials, let $\zeta : \mathcal{P}^n \rightarrow \mathbb{C}^n$ take a degree n polynomial to its vector of roots, and let $\mathfrak{h} : \mathcal{P}^n \rightarrow \mathbb{R}$ be given by $\mathfrak{h} := H \circ \zeta$. Then there is a one-to-one correspondence between spectral functions ψ and polynomial root functions \mathfrak{h} . An eigenvalue is nonderogatory if its geometric multiplicity is one. By applying a subdifferential chain rule formula, we formalize a long-standing intuition that nonderogatory matrices behave like polynomials, at least from a variational perspective. (Received September 21, 2015)